

# MEDICAL and DENTAL CANDIDATE GUIDANCE NOTES

Care & Compassion	Dignity & Respect	Openness, Honesty & Responsibility	Quality & Teamwork
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Thank you for your interest in applying to [NHS Greater Glasgow and Clyde!](#)

Please read this guidance carefully before you begin your application

## Contents

- About the post
- The Hospitals and the Department/Specialty – Facilities, Resources and Activity, & Staffing Structure
- Job Description, Job Plan, and Person Specification
- Making your Application
- Living and Working in the Greater Glasgow and Clyde area

**Job Title:**

**CLINICAL FELLOW IN PLASTIC SURGERY (ST3+ LEVEL)**

**5 AUGUST 2026 TO 3 AUGUST 2027**

**Department:**

**CANNIESBURN PLASTIC SURGERY UNIT AND SCOTTISH NATIONAL  
BURN CENTRE**

**Location:**

**GLASGOW ROYAL INFIRMARY**

**Type of contract:**

**12 MONTHS FIXED TERM**

**Grade and Salary:**

**TBC**

**Working Hours:  
40/ WEEK (1WTE)**

**Interview Date:  
TBC**

For the **Terms and Conditions of Service**: please refer to the **Supporting information (Medical and Dental)** document

Canvassing in connection with appointments is not permitted but this does not debar candidates who wish to visit the department/hospital(s) concerned. Details of Arrangements for Applicants to Visit the Department/Hospital(s) or to discuss the post(s). In the first instance, please contact:

<b>Name</b>	<b>Job title</b>	<b>Email</b>	<b>Telephone</b>
<b>Ms Angela O'Neil</b>	<b>Secretary to Ms Tay and Mr Arkoulis</b>	<a href="mailto:Angela.O'Neil@ggc.scot.nhs.uk">Angela.O'Neil@ggc.scot.nhs.uk</a>	<b>+44(0)1412016436</b>

For further information regarding NHS Greater Glasgow and Clyde and its hospitals, please visit our website <https://www.nhsggc.scot/>

## **ABOUT THE POST**

### **CLINICAL FELLOW (ST3+) IN PLASTIC SURGERY AND BURNS**

Two, 12-month vacancies exist in the internationally renowned Canniesburn Plastic Surgery Unit and Scottish National Burn Centre, based in Glasgow Royal Infirmary and the Royal Hospital for Children, Glasgow.

This job advertisement might close early in the event that a significant number of applications is received.

## **THE HOSPITALS AND THE DEPARTMENT/SPECIALTY – FACILITIES, RESOURCES AND ACTIVITY & STAFFING STRUCTURE**

The Canniesburn Plastic Surgery Unit is located within Glasgow Royal Infirmary. This purpose-built unit opened in April 2003 to house the relocation of the Department of Plastic Surgery from the original Canniesburn Hospital. Patients come from the Greater Glasgow and Clyde area, the West of Scotland for regional services, and from the whole of Scotland for national services. Canniesburn also has a wide reputation as a leader in Plastic Surgery education, with many popular courses hosted annually.

Glasgow Royal Infirmary is a major teaching hospital complex forming part of NHS Greater Glasgow and Clyde and associated with the Faculty of Medicine of the University of Glasgow. It is a large general hospital (approx. 900 beds), providing most medical specialities to the North and East Districts of Glasgow, and is a secondary and tertiary referral centre for a large part of the West of Scotland. Located in Glasgow city centre, the hospital enjoys excellent transport links, both road and rail, to central Scotland.

NHS Greater Glasgow and Clyde is the largest local healthcare system in Scotland, and one of the largest in the United Kingdom, serving a population of 1.2 million and employing 44,000 staff. We offer a world-class range of opportunities for job satisfaction and career development; all within a working environment undergoing modernisation through the largest ever investment programme in the history of Scottish healthcare, which will bring NHS Greater Glasgow and Clyde to the forefront of cutting age healthcare.

#### **Brief description of the Canniesburn Unit**

The world renowned Canniesburn Plastic Surgery Unit is based within Glasgow Royal Infirmary (adult patients – 4 wards, 6 main theatres, two local anaesthetic and the Royal Hospital for Children (paediatric patients – one theatre, parallel trauma service). With several national / supra-regional services, it delivers all aspects of Plastic Surgery and Burn care other than Craniofacial Surgery.

The breast reconstruction service undertakes ~250 free flaps each year, along with pedicled reconstructions and oncoplastic surgery. The sarcoma and lower limb services are amongst the largest in the UK and growing. Hand and Upper Limb services include congenital hand surgery, complex trauma, and brachial plexus surgery. The Burn Centre was designated as a National Service in 2021 and provides major adult and paediatric burn care across Scotland.

Outpatient clinics are also run in other major hospitals throughout the West of Scotland.

The unit has research interests in a wide range of aspects of reconstructive microsurgery, and in breast reconstruction / oncoplastic surgery, burn care, laser imaging of blood flow, upper and lower limb surgery, sarcoma reconstruction, nerve injury, and skin oncology. The unit has strong links with local breast oncology services, including oncoplastic provision. Professor Hart holds an Honorary Chair of Plastic Surgery Research at the University of Glasgow, with national & international research links related to tissue engineering, peripheral nerve injury, and microsurgery, and is former Editor of JPRAS. Mr. Scott is Vice President Elect of the Royal College of Physicians & Surgeons (Glasgow). Several consultants are Honorary Senior Clinical Lecturers. Local research links exist with the Centre for the Cellular Microenvironment, Neurosciences, and the Department of Anatomy (University of Glasgow), with NHS Blood & Transplant, and with the Department of Biomechanics and of Bioengineering (Strathclyde University). The Department has an active teaching and education portfolio.

### **The Work of the Canniesburn Plastic Surgery Unit**

Plastic Surgery deals with many aspects of surgery, including cancer, trauma, congenital deformities, degenerative conditions, and their sequelae. The Canniesburn Unit has close links with Orthopaedic Surgery (including lower limb trauma, paediatric services, sarcoma surgery), Breast Surgery (including oncoplastic surgery), General Surgery, Gynaecology, Dermatology, Paediatric Surgery, and Rheumatology. There is considerable expertise in microsurgical reconstruction, including that of the hand, the upper and lower limbs, as part of trauma care, congenital upper limb reconstruction, burns care, oncological surgery, and in breast reconstruction. The Department provides service within the national Cleft Service, the Scottish National Brachial Plexus Injury Service, and the Scottish National Burn Centre.

Burns and Plastic Surgery is part of the Regional Services Directorate within Greater Glasgow & Clyde Acute Division.

No of Consultants: 24 Consultant Plastic Surgeons

Number and Grade of Supporting Staff: 14 Registrar/Clinical Fellows (Senior Rota)  
11 FY2/CT/Junior Fellows (Junior Rota)

Consultant Plastic Surgeons: Mr J. Biddlestone (Clinical Director), Mr A. Gilmour, Mr. D McGill, Mr. J Scott, Mr. S Morley, Mr. J Kirkpatrick, Mr. J Telfer, Prof. A Hart, Ms. M Strick, Mr. A Malyon, Mr. B Chew, Mr. S Lo, Mr. C Russell, Mr. R Thompson, Mr. R Bramhall, Miss S Tay, Mr. N Arkoulis, Mr. N. Fairbairn, Ms K Sharma, Mr T Reekie, Ms CJ Tollan, Ms K Davies, Ms P Chew, Ms M Kearns

No of beds: 49 in the Burns & Plastic Surgery Unit of Glasgow Royal Infirmary.

Functions: All aspects of Plastic Surgery, excluding Craniofacial Surgery.

## **JOB DESCRIPTION, JOB PLAN & PERSON SPECIFICATION**

This post is suitable for candidates at ST3+ level in Plastic Surgery. Candidates should possess full MRCS or equivalent and be very well acquainted with the UK Plastic Surgery training pathway. Previous experience in Plastic Surgery at the appropriate level is essential. Candidates will be well-supported in this role but should possess the required competences to independently act at day 1 ST3 registrar level.

The successful candidate will be required to participate in an out-of-hours rota attracting a 2B banding supplement.

These posts have not been approved for Training purposes by NHS Education for Scotland (NES). Nevertheless, successful candidates will participate in the educational and teaching activities of the unit and benefit from study leave and exam preparation leave in accordance with the Terms and Conditions of service.

### **Educational opportunities**

#### **Teaching**

The candidate will be encouraged to participate in the formal ST3 teaching. Participation in regular audit and M&M is encouraged.

#### **Courses**

Study leave within the United Kingdom will be in accordance with the Terms and Conditions of Service.

#### **Library Facilities**

Glasgow Royal Infirmary has an extensive library and Internet access.

#### **Research Opportunities**

Close links exist with the Bio-engineering Unit in Strathclyde University, and with various groups in the Glasgow School of Art and University of Glasgow (e.g. Centre for Cell Engineering, Anatomy Department, Beatson Oncology Centre). The post holders will have access to the department's training surgical microscope and instruments.

## **PERSON SPECIFICATION**

### **Essential**

- Full GMC registration with license to practice
- Full MRCS or similar
- Prior NHS working experience in Plastic Surgery
- Able to operate independently at ST3+ level
- Knowledge of UK Plastic Surgery training pathway

### **Desirable**

- Research, QI, and management/ leadership experience in Plastic Surgery at a level commensurate to the role

# MAKING YOUR APPLICATION

## Please note

- Take note of the **Closing date** and the **Job reference number** of the vacancy. Please quote the reference number on any correspondence.
- Applications for Medical and Dental posts within NHS Greater Glasgow and Clyde (NHSGGC) will only be accepted via the completion of an **online application form** via our eRecruitment system (JobTrain)

If this is the first time you are applying via JobTrain, you will be asked to create an account. You can do this via an email address or social media account. NHS Scotland does not accept CV's in addition to/instead of a completed application form.

If you already have an existing account, you will have the option to copy a previous application. Please ensure that you go through the application to ensure that the details are up-to-date and complete.

- Please make sure that the **email address** submitted is correct as this will be our primary method of contact during each stage of the recruitment process.
- You will **time-out** after 30 minutes of inactivity. Please regularly save your application.
- You need to provide **at least two (2) referees, one of which must be your current employer/line manager**. It is Board policy that no person can act as a member of an Advisory Appointments Committee and be a referee for a candidate for that post. You should therefore check with your proposed referees whether there is likely to be any difficulty in this respect for we may otherwise have to invite you to submit another name or names
- At the Shortlisting stage, all application forms are **anonymised** and only the Education, Employment and Assessment/Supporting Statement Information sections are accessible to those involved in the recruitment process
- **Interviews** are conducted either in-person or via MS Teams video call. If the interview date is not noted on the advert, you will be contacted with the details as soon as they are available to allow you to book. You will receive an email with the link to join if your interview will be a video call.

## Job Interview Guarantee Scheme

NHSGGC recognises the contribution all individuals can make to the organisation regardless of their abilities. As part of our ongoing commitment to extending employment opportunities, all applicants who are disabled and who meet all the minimum criteria expressed in the job description will be guaranteed an interview. All information will be treated as confidential. We only asks for relevant information

with regards to your disability to ensure that we can assist you if you are called for interview.

- **If you delete your application, you will not be able to re-apply.**
- **Professional Regulatory Bodies Membership (GMC/GDC)** details must be provided on the application form
- Before submitting your application please make sure you read **the Declaration section**. This section will highlight any parts of the form which haven't been completed and it also covers the following important information:
  - Criminal Convictions Declaration - NHS Scotland is exempt from the 1974 Rehabilitation of Offenders Act (Exclusions & Exceptions) (Scotland) Order 2003.
  - Accuracy of Information - False or misleading information can cause disqualification of the application and dismissal from employment if appointed to the post.
  - General Data Protection Regulation (GDPR) and Data Protection Act 2018 - Your data will be stored by Jobtrain and will be used only by NHSGGC authorised staff for the purpose of processing your job application, making recruitment decisions and for statistical and audit purposes. It will be retained, archived, and deleted in line with the NHS Scotland retention policy and will not be passed to any third party organisations without your permission
- **Please remember to review your application prior to submission as once you submit, you will not be able to edit any details or make changes.**

## **GENERAL HELP AND SUPPORT**

### **JOBTRAIN**

General Help and Support with Login, Password reset or Technical issues  
<http://jobseekersupport.jobtrain.co.uk/support/home> or  
contact (+44)0161-850-2004 (Monday-Friday 09:00-17:30 UK local time)

### **NHS GGC RECRUITMENT**

+44 (0)141 278 2700 and select Option 1 for Recruitment and then  
Option 5 for Medical Recruitment  
[nhsggcrecruitment@nhs.scot](mailto:nhsggcrecruitment@nhs.scot)

Thank you for your interest in NHS Greater Glasgow and Clyde, we look forward to receiving your application.