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 **Job Title: Consultant in Gynaecology - Oncology**

 **Location: Aberdeen Royal Infirmary / Ninewells Hospital, Dundee**

 **Ref No: PM042033**

 **Closing Date: Sunday, 07 March 2021**

**JOB DESCRIPTION**

**NOSCAN – North of Scotland Cancer Network**

**POST OF CONSULTANT IN GYNAECOLOGY – ONCOLOGY**

**DUTIES OF THE POSTS**

A Managed Clinical Network (MCN) has been established throughout the North Cancer Alliance with shared surgical protocols.

The North Cancer Alliance is keen to further develop regional working for gynaecological cancer. Currently there is a well-established clinical network between Aberdeen, Dundee and Inverness, with referral of appropriate cancer patients. There is a functioning multidisciplinary team meeting (MDT) across the three sites.

At present, three subspecialist gynaecological oncologists work across the region. This is a post to fill a vacancy due to retirement of one of the subspecialists. The subspecialists provide surgical services to patients within the patient’s Health Board area. The proposed plan is for three subspecialists to work across the region with clinical work in Tayside when required. The attached job plan is for illustrative purposes only and the full detail will be negotiable between the 2 existing subspecialists and the successful applicant.

Currently the three gynaecological oncologists are based within Aberdeen. The remit of the post holder will be region wide with the aim being to ensure patients are managed within their local unit or Aberdeen as deemed appropriate.

Cross cover for annual and study leave will be co-ordinated by the 3 subspecialists in order to ensure continuous service provision for patients.

The appointees must have successfully completed sub-speciality training in Gynaecological Oncology. Aberdeen Royal Infirmary is a recognised centre for GO subspecialty RCOG training, or a recognised overseas qualification.

Robotic surgery was introduced in Aberdeen in 2015 within the urology department. The gynaecological -oncology team are robotically trained and have been doing regular robotic list since 2017.

It would be anticipated that the applicant (if not already robotically trained) could develop this as a consultant. Measures are in place to introduce sentinel nodes in robotics surgery.

Any special interest in the sub-speciality field of gynaecological oncology would be welcomed. The further establishment of upper abdominal, advanced laparoscopic surgery or robotic surgery would be useful.

The appointee will be responsible along with the current staff for providing a gynaecological oncology service to the North of Scotland Managed Clinical Network and assisting with the evolution of the MCN.

The posts includes 10 Programmed Activities, in compliance with the new Consultant contract - which will include theatre sessions, pre and post-operative ward rounds, oncology fast track clinics, combined gynaecological oncology clinics, MDT attendance and administration. A further 2 PAs will be available for out of board activity and will be funded via a service level agreement with NHS Grampian.

# **1. Gynaecological Oncology Clinicians in the Network**

In Aberdeen currently there are three Consultant Gynaecological Oncologist (Dr Narayansingh, Dr Mary Cairns and Dr Maha Gurumurthy) working along with a subspecialty fellow. Professor Cruickshank (Honorary Consultant) is the lead clinician for pre-invasive disease.

In Dundee there are two consultants with a special interest in gynaecological cancer – Both are also involved in managing pre-invasive disease.

In Inverness there are two consultants with a special interest in gynaecological cancer – Dr Aik Goh and Dr

Ibrahim Alsharaydeh.

Within all three centres there is specialist expertise in radiology, pathology and medical and surgical oncology – all contributing to the management of the gynaecological cancer patients. The consultants involved are

Medical Oncology Dr Trevor McGoldrick, Aberdeen

 Dr Michelle Ferguson, Dundee

Clinical Oncology Dr Graham MacDonald, Dr Annie Kennedy, Aberdeen

 Dr Richard Casasola, Dr Ian Saunders, Dundee

 Dr Neil McPhail, Inverness

Radiology Dr Emma Ramage, Dr Nazleen Gowdh Aberdeen

 Dr Magda Szewczyk-Bieda, Dr Amy Leslie Dundee

 Dr Helen Shannon, Dr Barbara Flont Inverness

Pathology Dr Ian Miller, Dr Fiona Payne, Dr Moira Davie Aberdeen

 Dr Lesley Christie, Dr Jamie Wilson Dundee

 Dr Natasha Inglis Inverness

In addition to the consultant staff each of the three centres has an oncology nurse specialist (Catherine Lamberton, Pamela Duthie and Kathleen Macgregor). These individuals are actively involved within the MCN in addressing specific issues. These CNS work very closely with the dedicated gynaecological nursing staff who manage the surgical patients on the wards with each of the hospitals. We have recently appointed a full time surgical CNS to work alongside the gynae-oncologists.

There is ongoing data collection with dedicated staff providing support for the region wide MDT.
Within the department there is also active participation in a range of surgical & medical trials and
an established radical ovarian cancer surgery team with colo-rectal & hepatobiliary team involvement with 6-8 radical ovarian cancer surgeries per month.

# **2. On call commitment**

The on call commitment for the post will be involve cover of general gynaecological and gynaecological cancer patients. The successful applicant will be expected to provide resident daytime cover (9am-5pm Mon-Fri) 1 in 12 weeks. Monday to Friday the consultant on call overnight is expected to be resident between 5pm and 8pm. Weekend (Friday 8pm-Monday 9am) and overnight weekday cover (8pm-9am) will be provided 1:12 on a non-resident basis except for 8am to 10 am which is resident on-call Saturday and Sunday.

# **3. Teaching**

Aberdeen and Dundee have medical schools and separate training programmes within a Scotland deanery.. Teaching and training are important to all three gynaecological departments within NOSCAN. There are dedicated sessions for postgraduate teaching on each site and all consultantsparticipate in undergraduate teaching within all centres of the network. It is important that the successful candidate actively contribute towards teaching and training. This would involve training STs and subspecialty trainees.

# **4. Research**

There are very active research programmes within Aberdeen and Dundee. The University Department of Obstetrics and Gynaecology is based at Aberdeen Maternity Hospital. The gynaecological oncology unit has an active research programme in clinical, epidemiological and basic science research. Within the College of Life Sciences department, Dundee, there is a well-respected molecular cancer research team. This presents a unique research opportunity. Aberdeen and Dundee play a major role in the Scottish Gynaecological Cancer Trials Group and trial recruitment. Both have a biorepository with collection of gynaecological cancer specimens and support for ‘big data’ research from NRS funded data safe havens.

The new appointee would be expected to contribute towards the ongoing research activity.

# **5. Audit**

Audit is encouraged and the Departments have active audit sub-committees with support from the clinical effectiveness unit. Aberdeen and Dundee both participate in the national cervical cancer audit.

# **6. Residence**

The successful candidates will be required to maintain his/her residence within easy reach and not more than 10 miles by road from the base hospital unless prior approval is given by the Acute Division to a greater distance

**DESCRIPTION OF PRINCIPAL HOSPITALS WITHIN NETWORK**

**Aberdeen Royal Infirmary and Maternity Hospital, Foresterhill**, with a complement of 983 beds, is the principal adult acute teaching hospital of the Grampian Area providing a complete range of medical and clinical specialties. It is situated on a large open site to the North West of the city centre. There are 52 Gynaecology beds (including 8 daycase beds) located on one floor in wards 308/309. There is a Women's Day Clinic for Out-Patient procedures and the Gynaecology Out-Patient Clinic is located in the General Out-Patient Department. Aberdeen Maternity Hospital is also situated on the Foresterhill site. It has 103 ante-natal and post-natal beds and a Neonatal Intensive Care Unit with 38 cots. The department provides a specialist obstetric and gynaecological service for the whole of the Grampian Area. Obstetric cases requiring specialist advice are referred to the Maternity Hospital in Aberdeen. The department is recognised for subspecialty training in Reproductive Medicine, Gynaecological Oncology and Sexual & Reproductive Health. The department is sub-divided into 4 consultant teams, each team having different subspecialty interests.

In 2023 a new women’s hospital (The Baird Family Hospital) will open. This will house all gynaecology and obstetrics in one building which will be physical attached to the main ARI building.

**Ninewells Hospital Dundee** is the teaching hospital within Dundee and also provides a full range of tertiary services for the region of Tayside, Angus, Perthshire and North Fife. There are 20 gynaecological inpatient beds with additional day case beds within a dedicated Day Surgery Unit. The outpatient facilities although shared, are staffed by dedicated gynaecological nurses and include colposcopy, ultrasound and hysteroscopic facilities. There is a dedicated gynaecological theatre staffed for 9 sessions per week. In addition the sister unit of Perth Royal Infirmary has a dedicated gynaecology ward, theatre and gynaecology clinic. Ninewells Hospital is a tertiary centre for obstetric care and contains the full range of maternity services. There are well-established services in both the Ninewells Hospital and Perth Royal Infirmary sites providing Reproductive Medicine with an Assisted Conception Unit, Gynaecological Oncology, Minimal Access Surgery, Urogynaecology, Termination of Pregnancy, Community Gynaecology and Family Planning (in conjunction with the Primary Health Care Division). Ninewells Hospital is one of the three UK centres for the Registration and follows up of Trophoblastic Disease*.*

**Raigmore Hospital, Inverness** is the principal acute general Hospital serving the population of the Highland NHS Board area. Some services are provided also to the populations of the Western Isles and of the Western districts of the Grampian NHS Board area. It is supported in this role by Caithness General Hospital in Wick and Belford Hospital in Fort William. Raigmore Hospital is a modern Hospital meeting the great majority of the acute healthcare needs of the community in the Highlands. Within the department of Obstetrics & Gynaecology a wide range of obstetric and gynaecological services is provided. There are currently 27 Obstetric beds (4 High Dependency) and 18 Gynaecology beds in a dedicated Maternity/Gynaecology Unit with SCBU attached to the main hospital. There are Gynaecology day case beds available in a separate dedicated unit. In addition to the general gynaecology service provision there is a fast-track gynaecology clinic with scanning support, colposcopy clinic, infertility clinic, medical gynaecology clinic, social gynaecology clinic, recurrent miscarriage clinic, and a developing outpatient hysteroscopy service.

**STAFFING WITHIN THE DEPARTMENTS**

**Aberdeen Royal Infirmary**

The present consultant staffing for Obstetrics and Gynaecology in Grampian are:

**Consultants:**

|  |  |  |
| --- | --- | --- |
| **Gynaecology Consultants**Prof Margaret Cruickshank (University)Prof Kevin CooperDr Christine HemmingDr Premila AshokDr Sarah Wallage (community)Dr Mary CairnsProf Mohamed Abdel-Fattah (University)Dr Abha Maheshwari Dr NarayansinghDr Lucky SaraswatDr Mahalaksmi Gurumurthy Dr Sreebala SripadaDr Swathy VallamkonduDr Atiyah KamranDr Srisailesh VitthalaDr Sheethal Madari | **Obstetrics Consultants** Dr Peter DanielianDr Asha ShettyDr Lena CrichtonDr Tara FairleyDr Sharon RajkumarDr Katrina ShearerDr Subhayu BandyopadhyayDr Gail FullertonDr Sarah DallasDr Emma DohertyDr. Priti NagdeveDr. Lisa ScottDr. Sherif SalehDr. Mairead Black | **Obstetrics and Gynaecology Consultants** **Dr Gray’s Hospital Elgin** Dr Neil MacLeanDr.Farha FatimaDr Mostafa AliDr Ajay Poddar |
| **NHS Junior staff**ST 3 – 7FY1/2 + ST 1/2 | 1216 |  |

##### INFORMATION ABOUT THE ENVIRONMENT

### ABERDEEN

With a population of approximately 250,000, the city stands between the Rivers Dee and Don. This historic city has much architectural splendour and the use of its sparkling local granite has earned Aberdeen the name of the Silver City. Recognised as the oil capital of Europe, Aberdeen nevertheless retains its old-fashioned charm and character making it an attractive place in which to live.

Aberdeen enjoys excellent communication services with other British cities - e.g. flying time to London is just over one hour with regular daily flights, road and rail links to all points north and south are excellent.

Many new housing developments have taken place in surrounding villages providing a wide choice of housing within easy commuting distance by car.

Well known for its superb quality of life, Aberdeen enjoys first class amenities including social and leisure activities. Education facilities are excellent and in addition to Regional Education Authority schools, there are two fee-paying schools for girls and one co-educational college. All three cater for primary and secondary pupils.

http://www.aberdeen.net.uk/

**The University of Aberdeen**

The University of Aberdeen is a fusion of two ancient universities: Kings College founded in 1495 and Marischal College, which date from 1592. The University maintains an outstanding record in scholarship and supports a high level of teaching and learning underpinned by a first class portfolio of research programmes and currently has 10,000 matriculated students.

The new Institute of Medical Sciences is adjacent to the University Medical School on the Foresterhill site and brings together medical scientists and clinicians in a fully integrated research facility.

http://www.abdn.ac.uk/

**The Robert Gordon University**

The Robert Gordon University has earned wide recognition for its pragmatic approach to higher education both in Scotland and internationally. For generations it has produced qualified professionals across a broad spectrum of careers in the arts, management, engineering, sciences, pharmacy, health and the professions allied to medicine. Around 5,800 students study almost 100 full-time and part-time courses at undergraduate, post-experience and postgraduate levels. The University is actively involved in applied research in a variety of fields and many short course programmes are being formulated to meet the growing needs of the community.

http://www.rgu.ac.uk/

**NHS GRAMPIAN**

**CONSULTANT GYNAECOLOGICAL-ONCOLOGY**

**REF: PM042033**

CONDITIONS OF APPOINTMENT

1. The appointment will be made by the Board on the recommendation of an Advisory Appointments Committee, constituted in terms of the National Health Service (Appointment of Consultants) (Scotland) Regulations, 1993 - NHS Circular 1993 No 994 (S.140) which will include University representatives. Any person suitably qualified and experienced who is unable for personal reasons to work full-time, will be eligible to be considered for the post.

2. (a) The whole-time salary, exclusive of any distinction award, will be a starting salary of £80,653 to £107,170 progression of salary is related to experience.

 Appendix 8 of the contract sets out the code of conduct for private practice which applies to all interested parties. In general consultants will be free to undertake private practice as long as this is undertaken out with the agreed job plan and employers are informed, in writing, of private commitments. While employers have discretion to allow some private practice to be undertaken alongside a consultant’s NHS duties, such provisions of private service should not prejudice the interests of NHS patients or disrupt NHS services.

(b) Job plans must be agreed in association with the appropriate General Manager and Clinical Managers; for signature on behalf of the Chief Operating Officer. Changes will be discussed and agreed by these officers and yourself in line with Clinical Grouping service needs and changes in service requirements as well as at annual review.

3. The person appointed will be expected to take part in undergraduate and postgraduate teaching programmes. You will be supported to apply for appropriate Aberdeen University Honorary Status.

4. Consultants are expected to undertake research and development in their own field and to link with the University research areas.

5. Day to day arrangements for undertaking the specified duties of the post will be made in consultation with the Head of Service, other consultants in the department and with the Board.

6. The person appointed will have a continuing responsibility for the care of patients in his or her charge and will undertake the administrative duties associated with the care of his or her patients and an appropriate share in the running of the clinical department.

7. The person appointed will act as an adviser to the Board in Gynaecological-Oncology.

8. The person appointed will be expected to undertake domiciliary consultations as may be required by the Board.

9. The person appointed will be expected to undertake advisory ("pastoral") visits to hospitals in the Area.

10. You may exceptionally be required to undertake duties at other hospitals in the Grampian Area or other Health Board areas and at hospitals in Orkney, Shetland and elsewhere for which service agreements would be arranged.

11. The person appointed may undertake the diagnosis and treatment of patients occupying accommodation made available under Sections 57(1), 57(2) and 58 of the National Health Service (Scotland) Act 1978 at the above hospitals insofar as the patients have not made private arrangements for such treatment.

12 The Board, in partnership with the BMA Local Negotiating Committee has a study leave policy for all Career Grade Medical and Dental staff Policy available on request from the Human Resources Department.

13. The appointment will be superannuable if the person appointed so chooses. He or she will be subject to the regulations of the National Health Service Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly, unless he or she opts out of the Scheme.

14. The private residence of the person appointed should not normally be more than 10 miles by road from their principal place of work unless otherwise agreed locally. They must be contactable by phone.

15. NHS Grampian is legally liable for the negligent acts or omissions of employees in the course of their NHS employment. Medical staff are however advised to ensure that they have defence cover for activities not covered by the Board’s indemnity.

16. The officer appointed will be required to be registered on the General Medical Council’s Specialist Register.

17. As a result of guidance issued by the Scottish Office on "Protecting Health Care Workers and Patients from Hepatitis B" NHS Grampian is required to:-

 Ensure health care workers who may be at risk of acquiring hepatitis B from a patient are protected by immunisation.

 Protect patients against the risk of acquiring hepatitis B from an infected health care worker. Due to the nature of this post, any offer of appointment will be conditional upon the successful applicant either:-

* Undergoing a process of screening/immunisation/monitoring in accordance with the Board's Policy and Procedure, or
* Producing acceptable documentary evidence that he/she is not an infective risk to others.

In the event that he/she is an infective risk to others or if he/she fails to comply with the above requirements, the conditional offer of appointment will be withdrawn.

As a condition of his/her subsequent employment in this post he/she is also required to undergo further immunisation and monitoring at the intervals specified by the Board's Occupational Health Service in order to boost/maintain his/her level of immunity. Should he/she become hepatitis B e antigen positive and therefore an infective risk to others at any stage in the future the appointment will be subject to review in accordance with the Board's agreed Procedure for dealing with such situations where the post holder is involved in "Exposure Prone Procedures". This review may result in the post holder having to alter his/her clinical exposure to remove risk to patients and others. In circumstances where this is not a practical option, it will be necessary to provide industrial compensation for this prescribed industrial disease prior to the post holder leaving the Board's employment.

18. The appointment is made subject to satisfactory fitness for employment. The candidate will therefore be required to complete a pre-employment health screening questionnaire and may/will subsequently be required to attend for health screening.

1. Termination of the appointment is subject to three months' notice on either side.

20. The Board is required to instigate a check to be made with the Disclosure Scotland Office for any convictions recorded before an offer of appointment can be made (rehabilitation of Offenders Act 1974 amended 1985 and 1986) and (Disclosure of Criminal Convictions of NHS Staff with Substantial Access to Children 1989).

**NOTES TO CANDIDATES**

**PM042033**

Canvassing in connection with appointments is not permitted but this does not debar candidates who wish from visiting the hospitals concerned.

Further information can be obtained and an appointment to view the Department arranged by contacting Dr Mary Cairns or Dr Maha Gurumurthy, Consultants in Gynaecological Oncology, Aberdeen Royal Infirmary on 0345 456 6000 bleep 3876/3686, or by contacting Dr Subhayu Bandyopadhyay, Unit Clinical Director, Aberdeen Maternity Hospital on 01224 554904.

Mr P Bachoo Dr N Fluck Dr. Tara Fairley

 Divisional Director, NHSG

Medical Director – Acute Services Medical Director

NHS Grampian NHS Grampian

3rd Floor West Wing, Ashgrove House Summerfield House

ARI Site Eday Road, Aberdeen

Contact: Catriona Downie Lyndsay Cassie

 Personal Assistant Personal Assistant

 Direct Line: 01224 551051 Direct Line: 01224 558577

Apply for this post by visiting www.nhsgrampian.org/jobs and search for Ref No quoted above.

NHS Grampian has a process of induction for all newly appointed Consultants. You will have a local department induction and orientation led by your Clinical lead. In addition we believe it important that you have an opportunity to meet with key personnel in NHS Grampian. This allows them to explain their role in the organisation and to discuss key information on the organisation and strategic planning processes we operate. We believe it important that all newly appointed Consultants even if they have previously worked in Grampian should have this opportunity once appointed to a Consultant post. Your Clinical lead along with you will be responsible for ensuring this is undertaken. Clinical leads are supplied with the names of those you should meet.

NHS Grampian are obliged to bring to your notice that the Rehabilitation of Offenders Act 1974 provides for many people who have been convicted of certain criminal offences, the opportunity to have no need to refer to any conviction or circumstances relating to it in the course of daily lives. Certain convictions can, therefore, be regarded as “spent” after the lapse of a period of years under the terms of the Act. The National Health Service employment for which you are applying, however, has been excluded from the provisions of the Act and you are, therefore, required no withhold information about convictions which for other purposes are “spent” under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Board. Any information given, however, will be completely confidential and will be considered only in relation to the post to which this job description refers.

There is a Day Nursing facility for children of staff employed by NHS Grampian. ‘Little Acorns Day Nursery’ which has been specially designed can accommodate 24 children between the ages of 6 months and 5 years. Please contact the Nursery Manager on (01224) 557828 for further details.

In The Interest Of Health Promotion We Operate a **No Smoking Policy**

**Person Specification Form**

|  |  |
| --- | --- |
| Training Programme | Consultant in Gynaecological Oncology  |

|  |  |  |  |
| --- | --- | --- | --- |
|  | **REQUIREMENTS** | **ESSENTIAL** | **DESIRABLE** |
| **A** | **Qualifications***Basic**Postgraduate* | MB ChB or equivalentFully registered with GMC with licence to practiseHold CCT / CESR or be within 6 months of obtaining at time of interview.MRCOG.Completed RCOG sub-speciality training in Gynaecological Oncology | MD or PhD |
| **B** | **Experience** | Wide experience in gynaecological oncology including advanced laparoscopic surgery and non surgical aspects | Robotic SurgeryUpper abdominal/Bowel surgery |
| **C** | **Ability***Knowledge**Clinical Skills and**Technical Skills* | Fully trained gynaecological oncologist able to manage surgical and non surgical (including palliative care problems)Excellent communication and counselling skills with patients medical and nursing staff  |  |
| **D** | **Motivation** | Highly motivated to provide care across the network, supervise training and research  |  |
| **E** | **Personality** | Must have the ability to act as part of a team, sharing clinical responsibility across NCA |  |
| **F** | **Audit** | Proven ability to carry out audit and act on the results. |  |
| **G** | **Research** | Continued evidence of research activity.Evidence of peer reviewed publications and presentationsExperience in recruiting to clinical trials |  |
| **H** | **Management Ability** | Completed a management course |  |
| **Prepared by** | **Dr Mary Cairns** | **Date** | **18/10/2018** |

**MODEL JOB PLAN**

 Gynaecological Oncology

**Name: Consultant Specialty: Gynaecological oncology
Principal Place of Work: Aberdeen Royal Infirmary/ Ninewells Hospital, Dundee**

**Contract:** Full Time **Programmed Activities 10...**

**Availability Supplement**: Level 1

**Premium Rate Payment Received: 3 %**

**Managerially Accountable to: Dr Subhayu Bandyopadhyay........................**

**Responsible for: Gynaecological oncology for North of Scotland**

The newly appointed post holder will be responsible for covering the Major theatre lists across the region on an equitable basis, with colleagues. The currently anticipated theatre lists are:

Aberdeen Royal Infirmary – Monday, Tuesday,Thursday full day list

Ninewells Hospital, Dundee – Monthly Tuesday full day list

 **Timetable of activities which have a specific location and time**

|  |  |  |
| --- | --- | --- |
| **DAY** | **HOSPITAL/ LOCATION** | **TYPE OF WORK** |
| **Monday** 0800-18006 weeks per 52 (prospective annual leave cover)Remaining Mondays | ARI | Full day theatre 60 hrs per year=0.28 DCCOFF |
| **Tuesday** **0800-1800** | ARI | Full theatre list and post-operative ward round 10hrs=2.5DCC  |
| **Wednesday** **From / To**0900-10301030-13001300-15301530-1730 | ARI, Aberdeen | Administration/ post op MDT 4hrs=1DCCGynae Oncology follow up / results clinic 2.5 hrs= 0.625 DCCCPD 1hr=0SPA |
| **Thursday** **From / To**0800-18000900-1700  | ARI, Aberdeen | Major theatre (full day): buddy operating 2:4 5hrs=1.25DCCSPA 2:4 2hrs=0.5 SPA |
| **Friday****From / To**Week2,40900-13001300-1700Week 1,30900-1700 | ARI, Aberdeen | Fast track clinic 2:4 2hrs=0.5 DCCColposcopy/Special Interest 2:4 2hrs= 0.5 DCC2:4 SPA 4hrs=1SPA |
|  |  | Total: 7DCC, 2SPA+1DCC (oncall comittment)=10 |

The other factors that contribute to the job plan include daytime emergency and ward referrals of oncology patients as well as the contribution to emergency gynaecology which includes call to theatre to assist colleagues and emergency surgical procedures.

On call commitments **1 DCC**: Aberdeen1:12 Gynaecology day time on call

 1:12 Gynaecology out of hours on call

It is recognised that travel time will be incorporated into the DCC part of the job plan.

***NB: the detailed Job Plan will be agreed with the successful candidate at the time of the appointment, taking account of the experience, skills and interests of the candidate and how they can best be used within the Consultant team. There is significant scope for flexibility between the 2 existing consultants and the new appointee.***