

**Job Title: Consultant Vascular Surgeon**

**Location: Aberdeen Royal Infirmary**

**Ref No: MH099471**

**Closing Date: Sunday, 3 July 2022**

NHS GRAMPIAN

Acute Sector

# POST OF FULL-TIME CONSULTANT VASCULAR SURGEON

# POST REF NO: MH099471

# Salary: £87,534 - £116,313 per annum

## ABERDEEN

With a population of approximately 250,000, the city stands between the Rivers Dee and Don. This historic city has many architectural splendours 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. The catchment population for the Department of Vascular Surgery in total extends to 584,000.

Aberdeen enjoys excellent communication services with other British cities – eg 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.

Since 1971, more than 60,000 houses have been built thereby increasing the choice of housing. Many of the new developments have taken place in villages within easy commuting distance by car.

Well known for its good quality of life, Aberdeen enjoys first class amenities including His Majesty’s Theatre, Music Hall, Art Gallery, Museums, Beach Leisure Centre and a wide range of restaurants. 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.

## THE UNIVERSITY OF ABERDEEN

The University of Aberdeen is a fusion of two ancient universities: Kings College founded in 1495 and Marischal College which dates from 1592. Thus until they joined in 1860, Aberdeen had two universities for over 250 years.

The University of Aberdeen maintains an outstanding record in scholarship and supports a high level of teaching and learning underpinned by a first class portfolio of research programmes.

The University currently has 7,200 matriculated students.

The University Medical School is located on the Foresterhill site of Grampian University Hospitals NHS Trust.

The new Institute of Medical Sciences, adjacent to the Medical School at Foresterhill accommodates both medical researchers and the preclinical sciences, promoting fruitful interaction. The Institute of Medical Sciences (IMS) is a unique, cross-school institution that supports and coordinates research between the School of Medical Sciences and the School of Medicine and Dentistry.

With the focus to develop future effective therapies, nearly 400 researchers and support staff work on cutting-edge biomedical subjects aimed at understanding the human body, how it functions, and its response to infection and disease. The IMS is comprised of dedicated buildings on the Foresterhill Health Campus, situated on the central site of the state-of-the-art Aberdeen hospital, boasting the largest medical campus in Europe. The IMS provides excellent laboratory space and facilities necessary for outstanding research and gives unique opportunities for translational investigations with internationally recognised clinicians and collaborations with world-leading institutions.

As part of the School of Medicine, Medical Sciences and Nutrition the Institute has strengthened its ability to thrive as a global leader in nutrition research. Nothing demonstrates this more clearly than the new, state-of-the art Rowett building, which is situated on the University’s main Health Campus at Foresterhill. The 10,000m2 building includes a clinical investigation unit, a metabolic research facility and a body composition suite. Together with an in-house residential suite, the superb Human Nutrition Unit puts the Institute at the forefront of the ability to validate health benefits through effective human studies and new product formulation.

The Health Sciences Building houses the purpose built Clinical Research Facility (CRF) which aims to provide a high quality clinical environment in which participants can take part in research programmes safely according to robust, ethically approved study protocols.  The building opened in August 2006.

The Health Sciences Building is also home to researchers from the Institute of Applied Health Sciences who pursue an agenda of excellence in health services research and includes the Health Services Research Unit, Academic Urology Unit, IMMPACT, Human Nutrition Group, Sports Physiology and the Osteoporosis Research Unit.

Also within The Health Sciences Building, The Imaging Department boasts state-of-the-art equipment, suitable for a variety of uses. There are two, highly qualified research radiographers trained in all modalities and the facilities are capable of up-to-the-minute imaging techniques used in orthopaedic research studies, direct digital diagnostic radiography and Lumbar Vertebral Assessment, to name a few.

The Lilian Sutton Building is accessible via the East entrance of Aberdeen Royal Infirmary and houses the Aberdeen Biomedical Imaging Centre.

The Aberdeen Biomedical Imaging Centre is committed to undertaking high quality hypothesis driven research in imaging. A team of research scientists and clinical academics develop new techniques and evaluate developing technologies in order to better understand disease and to improve diagnostic imaging technologies.  The state-of-the art imaging infrastructure within the Aberdeen Biomedical Imaging Centre includes preclinical and clinical MRI, preclinical and clinical PET CT, cyclotron and radiochemistry laboratories.

A strong scientific team based within the Lilian Sutton Centre is solely dedicated to the creation of new imaging technologies such as PEDRI, Fast-Field Cycling MRI, ultra low field MRI and hand-held PET

The Suttie Centre for Teaching and Learning in Healthcare opened in 2009. As a joint project between Aberdeen University and NHS Grampian, the centre is an award winning five-storey building which received a prestigious BREEAM (Building Research Establishment Environment Assessment Method) award for its environmental considerations, such as harvesting rainwater. It houses a variety of amenities and departments providing excellent teaching and training facilities, areas for social interaction and well-equipped meeting rooms.

**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.

### **DESCRIPTION OF HOSPITALS**

**Aberdeen Royal Infirmary**, Foresterhill, with a complement of 1043 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. The Royal Aberdeen Children's Hospital and the Aberdeen Maternity Hospital are also located on this site. In June 2014, the Scottish Government announced an investment of £120 million for two new health facilities on the Foresterhill site in Aberdeen. The plans included a new hospital to replace the existing Maternity Hospital with additional specialist services currently provided at the Aberdeen Royal Infirmary, such as breast and gynaecology services; and a centre for investigation and treatment services for patients with cancer and patients with blood and bone marrow disorders. The new **Baird Family Hospital** will include maternity, gynaecology, breast screening and breast surgery services. It will also include a neonatal unit, centre for reproductive medicine, an operating theatre suite and research and teaching facilities. It will be located on the current site of the Foresterhill Health Centre and the Breast Screening Centre, allowing for physical links into the Royal Aberdeen Children's Hospital and the Aberdeen Royal Infirmary to allow neonates to be transferred for surgery at RACH and women to ARI for imaging and intensive care. The ANCHOR new centre will provide out-patient and day-patient investigation and treatment services for patients with cancer and for patients with blood disorders, which will include non-cancer conditions as well as cancers. The centre will also include pharmacy, research and teaching facilities. The new facility will provide further impetus to the excellent clinical care, teaching and research in haematology and oncology which is already established in the current ANCHOR unit. The ANCHOR Centre will be built adjacent to and adjoining the existing Radiotherapy Centre.

**Royal Aberdeen Children's Hospital** (RACH) with a complement of 109 beds together with the Neonatal Unit, Aberdeen Maternity Hospital (AMH) provide all specialist care for children up to the age of 14 years in the Grampian Region and the Orkney and Shetland Islands.

**Aberdeen Maternity Hospital** with a complement of 174 beds is the main Maternity Hospital for the Area. It has both ante-natal and post-natal beds.

**THE DEPARTMENT**

The Department of Vascular Surgery consists of 5 WTE NHS Consultant staff (excluding this post), 3 STs, 1 CT, 2 FY2s and 4 FY1s. In addition we are supported by 1 Vascular Nurse Consultant, 0.5 WTE Health Care Support Worker and 1 WTE Advanced Scrub Practitioner.

At present the Unit consists of 18 beds in Ward 215 and 6 Vascular Rehab Beds based at Woodend Hospital. The Vascular Unit, in addition to looking after the population of Grampian, covers the Orkney and Shetland Islands, making the population base approximately 584,000. All referrals are seen solely within Aberdeen Royal Infirmary although we are building links with Stracathro Hospital in Tayside and Dr Grays Hospital in Elgin.

We are 1 of 6 centres in Scotland implementing the National Screening Programme for AAA disease. We were the second board to roll out in October 2012. Since then we have screened a total of 27,496 men, have an average annual uptake of 87% and detected 301 small / 44 medium / 18 large aneurysms in total. Currently, we perform on average 40 scheduled EVAR procedures per annum, have ability to perform eEVAR (Improve study centre) and have the highest contribution to the NVD in Scotland. Complex Endovascular work includes fenestrated EVAR as well as branched EVAR, TEVAR and chimney graft. Approximately 350 major arterial operative procedures are performed per year.

In 2010 we became a recognised BSET Training Centre and have representation on the faculty. In addition to a wide range of complex open arterial procedures we also offer;

A well-established EVAR service jointly with Interventional Radiology

A comprehensive endovascular service jointly with Interventional Radiology

Renal access

ARI have just completed the installation of a Siemens Artiz Q, Interventional Radiology system. This is state of the art technology. Artis Q offers unparalleled performance with the new powerful GIGALIX x-ray tube for high contrast resolution at any angle and any patient size while the optimised x-ray pulse helps to reduce radiation by up to 60%. Plans are now underway to replace our second IR suite.

An integrated amputation / rehabilitation service

A Day case / Outpatient (office) based endovenous thermal (EVLT) service

Approximately 5, 000 new patients are seen at the Vascular Clinic each year. The clinics (general / disease specific or one stop) are supported by a modern Vascular Laboratory with 1 Vascular LeaD Scientist, 2 Vascular Technologists, 1 Band 3 health care support worker and supporting administrative staff.

## THE POST

1. The post is that of Consultant Vascular Surgeon within the Acute Sector, NHS Grampian. This is a full-time substantive NHS post replacing a formerly academic position. The work of the department has recently been expanded to include endovascular procedures including DSA, angioplasty & stenting formerly performed exclusively by Interventional Radiology and now provided jointly as a combined service.
2. **Consultants**

Mr E Munro

Mr M Sharp

Mr A Wilson

Mr B Renwick

Mr S Makris

## DUTIES

Duties will involve inpatient and outpatient work at Aberdeen Royal Infirmary. Since August 2014 the department has delivered a scheduled service separated from emergency work. Currently, a designated consultant rotates the on call week in a 1:5 rota and is responsible for unscheduled admissions Monday to Thursday – 08;00 – 17:00 and the weekend. Evenings are covered by the remaining consultants. To date, an average of 20-30 admissions are received with approximately 20Hr of unscheduled surgery. In addition, the person appointed will be expected to participate in the general clinical work of the department, fully participate in all endovascular work in collaboration with both colleagues in vascular surgery & Interventional Radiology and contribute to both undergraduate & postgraduate teaching. The department is responsible for all arterial, venous and renal access procedures.

**OPERATING TIME**

Currently the Vascular Unit has 14 theatre sessions (5 all day in patient dedicated lists and 4 additional sessions in SSU or “office based lists” in outpatients which are for the whole vascular unit) per week in a modern large theatre complex. Elective cases are undertaken in a dedicated Vascular theatre. In addition, Vascular Surgeons have 4 ring fenced sessions in the interventional radiology suite to perform interventional procedures independently of interventional colleagues on patients selected thru the MDT pathway.

Major arterial reconstructions including open AAA surgery routinely proceed to a level 2 HDU environment. There is access to an excellent Intensive Therapy Unit for appropriate cases. The surgical HDU has 18 beds and is closely situated to the vascular service.

**RADIOLOGY SERVICE**

There is an excellent X-ray Department providing digital subtraction angiography, ultrasound, CT scan and MRA / PET scanning with the addition of Nuclear Medicine investigations. The modern interventional radiology service offers a full range of peripheral catheter interventions. All EVAR procedures are done jointly with radiology in the Radiology Department.

There are currently two Consultant Interventional Radiologists, supported by a locum Consultant. An on-call Interventional Radiology service is provided.

Two of the Consultant Vascular Surgeons (Mr Wilson & Mr Renwick) also undertake sessions in the Interventional Radiology suite, complementing the service provided by the Consultant Interventional Radiologists. It is expected that the successful applicant will join his colleagues in providing this service in a continuous manner.

**MANAGEMENT STRUCTURE**

The Consultant will be answerable to the Clinical Lead for day to day matters and to the Divisional Clinical Director on professional clinical issues (including appraisals and job plan reviews) with ultimate accountability to the Acute Associate Medical Director. Daily management responsibilities lie with the Unit Operational Manager, accountable to the Director of Acute Services.

## TEACHING

The department takes a very active role in both undergraduate and postgraduate teaching. It is responsible for teaching under-graduate medical students from phases III, and IV. The department currently enjoys very favourable feedback. The post holder is expected to take an active role in this and opportunities will exist to develop this role.

## RESEARCH AND DEVELOPMENT

The Vascular Unit has developed a very strong reputation in Clinical Research and all Consultants are encouraged to undertake research work. The unit has been involved in national multi-centre trials including UK Small Aneurysm Trial, Bypass versus Angioplasty in Severe Ischaemia of the Leg (BASIL) study, GALA, CASPAR, SUPER and several on-going “in house” studies. The department was the host centre for the NHS HTA funded CLASS study, which has recently reported and was the first Scottish centre for the IMPROVE study.

NHS Grampian aims to maintain the tradition of clinical excellence and to encourage clinical staff to work in an environment where people are looking to innovate and contribute to, developments within their specialties and are excited by the prospect of involvement in the exchange of ideas within the national and international research community. NHS Grampian’s Research and Development Strategy has been developed to prioritise and stimulate research and development within the Board’s fields of interest, complementing the research strategies of the Universities and Research Institutes in the area.

The Research and Development Directorate exists to support and facilitate research within Grampian University Hospitals NHS Trust. Candidates should contact Dr A. Macleod, Director, Research and Development, Grampian University Hospitals NHS Trust, on Extension 53846, to discuss their particular research area of interest.

## AUDIT

There is active audit within the Unit. Participation in the Scottish Audit Surgical Mortality, National Vascular Database is expected. The unit takes great pride in having a very well developed QA/Clinical Governance process with protected time for the multidisciplinary team.

Major Trauma Centre

Aberdeen Royal Infirmary has been designated as the Major Trauma centre for the North of Scotland (NoS) and will other hospital provide a specialist service with the network. The vascular unit participate in the primary Adult Code Red for Major Trauma call.

## JOB PLAN OUTLINE

The new appointee is expected to work a one in six rota with prospective cover for holidays and study leave. The emergency cover will be for vascular and renal access work. Contribution to the endovascular service will be an important part of this job. The successful applicant will be expected to push forward the aortic and peripheral endovascular programme in collaboration with their surgical and radiological colleagues.

The duties outlined in this job plan serve as an indication of the range of duties the post holder will be required to carry out. The job description is not intended to be exhaustive. The job plan will be directed by the needs of the service according to the applicant’s suitability and will be reviewed.

MODEL JOB PLAN FORMAT

***(For the period 1st April 2022 to 31st March 2023)***

**Name: Consultant Vascular Surgeon**

**Specialty: Vascular Surgery   
Principal Place of Work: Aberdeen Royal Infirmary**

**Contract:** Whole Time

**Programmed Activities: 10 Indicative PA Split: DCC 9 SPA 1 EPAs (if applicable):**

**Availability Supplement**: Level 1

**Premium Rate Payment Received: 8 %**

**Managerially Accountable to:. Fiona Murray, Unit Operational Manager, Surgical 2**

**a) Timetable of activities which have a specific location and time NB THIS IS INDICATIVE ONLY AND WILL CHANGE ACCORDING TO THE NEEDS OF THE SERVICE. The appointee will work a 1:6 on-call and during the on-call week will be free of all elective commitments to see and treat all referrals to the vascular unit.**

|  |  |  |
| --- | --- | --- |
| **DAY** | **HOSPITAL/ LOCATION** | **TYPE OF WORK** |
| **Monday**  **From / To**  09.00 – 13.00  14.00-17.00 | Interventional Radiology Suite ARI 1-2 sessions per week (to be worked flexibly as regards day of week) | Vascular Outpatients Level 5 Pink Zone, ARI |
| **Tuesday**  **From / To**  09 – 12.30  13.00.- 17.00 |  | Venous/Renal Access/Diabetic Foot TBC clinic alternating weeks ward 215 |
| **Wednesday**  **From / To**  08-09.00  09-12.00  14-17.00 | X Ray Dept. ARI  Ward 215 ARI | AAA MDT  Clinical admin |
| **Thursday**  **From / To**  0800-0900  09-12.30  13.30 -16.30 | X Ray Dept. ARI  Ward 215 ARI | Arterial MDT  Consent/review patients for theatre. |
| **Friday**  **From / To**  08-17.00 | G2 Theatre ARI | Theatre list - this will rotate to a different day each week as vacated by on-call surgeon. |

***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.***

**NHS GRAMPIAN**

**CONSULTANT VASCULAR SURGEON**

**REF MH099471**

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 £87,534 - £116,313 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 outwith 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 therefore be awarded 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 Vascular Surgery.

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 postholder is involved in "Exposure Prone Procedures". This review may result in the postholder 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 postholder 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.

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

1. 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**

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 Miss Fiona Murray on 01224 553108

Mr P Bachoo Dr N Fluck

Medical Director – Acute Services Medical Director

NHS Grampian NHS Grampian

3rd Floor West Wing, Ashgrove House Summerfield House

ARI Site Eday Road, Aberdeen

Contact: Ann-Marie Park Lyndsay Cassie

Personal Assistant Personal Assistant

Direct Line: 01224 553734 Direct Line: 01224 558577

Apply for this post by visiting [apply.jobs.scot.nhs.uk](#) and search for Ref No quoted above. Closing date: Sunday, 3 July 2022.

NHS Grampian has a process of induction for all newly appointed Consultants. You will have a local department induction and orientation led by your Head of Service. 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 Head of Service along with you will be responsible for ensuring this is undertaken. Heads of Service 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**

NHS GRAMPIAN

## Person Specification Form

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| CONSULTANT VASCULAR SURGEON |

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| --- | --- | --- | --- |
|  | **REQUIREMENTS** | **ESSENTIAL** | **DESIRABLE** |
| **A** | **Qualifications**  *Basic*  *Postgraduate* | MBBS or equivalent  FRCS (Gen Surg or Vascular Surg) or equivalent  UK GMC Specialist Registration for General or Vascular Surgery; or within 6 months of award of UK CCT  Higher degree in a relevant subject |  |
| **B** | **Experience** | To offer an on-call service for emergencies and to deal with most general elective vascular / renal access surgery |  |
| **C** | **Ability**  *Knowledge*  *Clinical Skills and*  *Technical Skills* | Knowledge of Vascular and allied specialities commensurate with completion of training.  An endovascular fellowship.  Competence and self reliance in operative Vascular surgery and well developed diagnostic skills.  Training and experience of endovascular procedures.  Training & experience in renal access surgery. |  |
| **D** | **Motivation** | Self-motivating and enthusiastic. | Able to motivate others. |
| **E** | **Personality** | Good communicator.  Able to work as part of a multidisciplinary team | Able to take responsibility. |
| **F** | **Audit** | Willingness to develop and improve clinical audit in this department |  |
| **G** | **Research Teaching** | Willing to contribute to research in unit and participation in teaching |  |
| **H** | **Management Ability** | Willingness to take a part in the administration of the department.  Has attended a management course.  Willingness to help in management and to accept ethos of management in department | . |
| **I** | **Other requirements** | A desire to work in the North of Scotland and serve its people |  |