

**WELCOME TO**

**NHS GREATER GLASGOW AND CLYDE**

**CANDIDATE INFORMATION PACK**

**Job Title: Specialty Doctor in Cardiology with an interest in Heart Failure**

**Location: Inverclyde Royal Infirmary Hospital**

**Job Reference: 151417**

**Closing Date: 12th June 2023**

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**Please visit https://apply.jobs.scot.nhs.uk for further details on how to apply**

**Search for the job reference number quoted above.**

**Please note all applications should be made via our e Recruitment system (Job Train)Section 1: Summary Information Relating to this Post**

**Job Title: Clinical Development Fellow**

# Department: Cardiology

**Location: Inverclyde Royal Hospital**

**Duration: Permanent**

**Grade: MRCP desirable, Post FY program essential.**

**Previous cardiology experience is essential**

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| **Additional Arrangements for Applicants: Informal enquiries and details of arrangements to visit the department regarding this post will be welcome by:** | | | |
| **Name** | **Job Title** | **Email** | **Telephone** |
| **Dr Gillian Roberts** | **Lead Consultant** | **Gillian.roberts@ggc.scot.nhs.uk** | **0141 314 9777** |
| **Dr Andrew McCulloch** | **Consultant Cardiologist** | **Andrew.McCulloch4@ggc.scot.nhs.uk** | **0141 314 9777** |
| **Fiona Barrie** | **Clinical Service Manager** | **Fiona.Barrie@ggc.scot.nhs.uk** | **0141 314 9777** |

NHS Greater Glasgow and Clyde encourages applications from all sections of the community. We promote a culture of inclusion across the organisation and are proud of the diverse workforce we have.

*NHS Greater Glasgow and Clyde encourages applications from all sections of the community. We promote a culture of inclusion across the organisation and are proud of the diverse workforce we have. Applications from UK, EU and non-EU candidates will be welcomed.*

***Right to work in the United Kingdom***

*Anyone from outside of the United Kingdom (UK), excluding from the Republic of Ireland will need permission from*[*UK Visas and Immigration*](#)*(UKVI) to work in the UK and may also need entry clearance before travelling here.  The Home Office (of which UKVI is a part) is responsible for governing the way individuals from outside the UK and Republic of Ireland can work, train or study in the UK.*

*To obtain a visa or entry clearance, you will need to meet certain requirements and demonstrate you have the right the work in the UK via:*

         *the points-based immigration system*

         *the EU settlement scheme*

         *a biometric residence permit*

*A new*[*points-based immigration system*](#)*was introduced in January 2021 with parts of it in place towards the end of 2020. The system provides a route for both European Union and non-European Union nationals to work, train or study in the UK if they meet the eligibility criteria. It applies to everyone from outside of the UK who wishes to live and work here, apart from people from the Republic of Ireland and European Union nationals who were already in the UK by 31 December 2020. European Union nationals in the UK prior to 31 December 2020 should apply to the*[*EU settlement scheme*](#)*.*

*If you are an international Doctor/Dentist from outside of the UK and Republic of Ireland, you can apply for, and take up employment in medical and dental posts that may qualify for sponsorship under a*[*skilled worker visa*](#skilled-workers)*.  A*[*Health and Care Worker visa*](#)*allows health and care professionals to come to or stay in the UK to do an eligible job with the NHS, an NHS supplier or in adult social care.*

***EU settlement scheme***

*Free movement with the European Union (EU) ended on 31 December 2020 and there are new arrangements for EU citizens.*

*The EU settlement scheme provides EU nationals with a route to residency in the UK. EU nationals who arrived in the UK by 11pm on 31 December 2020 have until 30 June 2021 to apply to the*[*scheme*](#)*.  If you are an EU, EEA or Swiss citizen and don't already have temporary or permanent leave to remain, you and your family can apply to the*[*EU settlement scheme*](#)*to continue living in the UK after 30 June 2021. If your application is successful, you will receive either pre-settled status or settled status.*

**For further information regarding NHS Greater Glasgow and Clyde and its hospitals, please visit our website** [**www.nhs.ggc.org.uk**](#)



**Section 2:**

Duties of this Post: This is an exciting opportunity for a specialty doctor to contribute to and further develop the local heart failure services. The successful candidate will also contribute to rapid access chest pain service, CCU, ward referrals and training and education locally. The successful candidate will work with 2 experienced Consultant Cardiologists and with the nurse specialists in the Heart Failure service. The Consultant body is experienced and has expertise in heart failure, congenital heart disease, echocardiography (including portable probes) and ischaemic heart disease, working closely with the Golden Jubilee Hospital in Clydebank. There is a well-established Heart failure liaison service and outpatient service including ETT and echo.

The successful candidate will develop a personal development plan (PDP) and SMART educational goals will be identified. The successful candidate will be provided with training and support in the further development of the heart failure service. They will also contribute to rapid access chest pain service, support in CCU and further develop Echocardiogram skills

In addition, the cardiology team is part of a highly enthusiastic consultant body who have a passion for striving for the best care for our patients and colleagues. The cross-speciality support further enhances the learning opportunities.

# This post will be based in Inverclyde Royal Hospital.

# It will be based within cardiology department, as well as medical assessment unit and the outpatient department.

# Proposed job plan:

# 10 PA 8 DCC, 1 SPA, 1 service development

# Template job plan: final job plan will be determined but local discussion with successful candidate and local team. Contribution to out of hour’s medical receiving shifts can be on offer depending on the experience of the successful candidate.

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| Monday | Rapid access chest pain IRH | Results/Heart failure MDT |
| Tuesday | Ambulatory Heart Failure MAU IRH  IP heart failure in reach with ANP IRH | Echo/RAH shadowing |
| Wednesday | Diagnostic hear failure pathway clinic | ANP MDT |
| Thursday | Service development | Half clinic diagnostic heart failure clinic  2 session rapid access chest pain service |
| Friday | Ambulatory heart failure MAU  IP heart failure in reach with ANP | SPA |

* Support to the Medical Receiving Team and daily cardiology reviews
* Liaising with Interventional team at Golden Jubilee Hospital
* On ward cardiology teaching for medical, ANP and nursing team
* Participation in Quality Improvement projects and audit work
* An active role in supporting the onsite training plan delivery
* Become part of Team IRH where joy at work and inclusion are strongly supported.

**Location**

The post is based within Medicine at Inverclyde Royal Hospital and provides an essential service for an area of high need, covering from the Cowal peninsula, to Langbank and down to Skelmorlie. It gives the applicant an exciting opportunity to experience rural medicine and an unselected medical take, as well as develop skills in leadership and management of the unwell patient. The interface between Primary and Secondary care is of high value and full of shared working for the best patient care we can provide.

In addition to the above duties, the appointee will be liable for duty in occasional emergencies and unforeseen circumstances that might occur.

**Study and Training**

Although this post is not educationally approved for Medicine, the site is a keen advocate for ongoing professional development for all staff. As such, applications for funding will be supported for an e-portfolio and relevant training opportunities as we recognise the value that the role brings to our patients and service. In addition, all clinical development fellows will have access to ‘IRH GIM- a year of excellence’, GG&C grand rounds, the IRH postgraduate medical teaching program and other local training. There is also the provision of a peer led procedures program and SIM models for procedure training.

Study leave within the United Kingdom will be in accordance with the terms and conditions of service, and applications should be made to the Clinical Director.

**Valuing our Staff**

The Emergency Care and Medical Services Division is committed to extending training and development opportunities to all staff, as well as supporting flexible working and work life balance. Inverclyde Royal Hospital demonstrates this commitment by a recently refurnished doctor’s mess, a rest and relaxation area, free staff parking and the opportunity for all staff to undertake professional development and achieve potential.

**We Offer:**

* Policies to help balance commitments at work and home and flexible family friendly working arrangements
* Excellent training and development opportunities
* Free and confidential staff counselling services
* A central Glasgow location, with close access to motorway, rail and airport links
* On-site library services
* Subsidised staff restaurant facilities on each site
* Access to NHS staff benefits/staff discounts
* Access to discounted First Bus Travel
* Active health promotion activities
* Bike User Group
* Good Public Transport links
* Commitment to staff education and life-long learning/development opportunities
* Excellent student support
* Access to NHS Pension scheme

**Section 3:**

**General Information**

**Closing Date: 12th June 2023**

**Informal Enquiries and visits:** We would be delighted to hear from any potential candidates during the application process and to answer any queries. The ideal candidate would be motivated and proactive and we are happy to provide site visits or tours if desired.

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**Regulatory Body: General Medical Council & General Dental Council:** In the UK, the General Medical Council (GMC) and the General Dental Council (GDC) are the public bodies that maintain the official register of medical and dental practitioners within the United Kingdom. Their chief responsibility is to “protect, promote and maintain the health and safety of the public” by controlling entry to the register, and suspending or removing members when necessary. It also sets the standards for medical schools in the UK. To practice medicine and dentistry in Scotland, you must have a valid GMC/GDC Registration with a Licence to Practice – this is known as Full Registration. To find out more about the main types of registration which allow doctors to work in different posts. Please click here [**https://careers.nhs.scot/careers/find-your-career/international-recruitment/regulatory-bodies**](#)

Where appropriate to the post the appointed candidate will requires on commencement of the post to have full registration with the General Medical Council (GMC) and a licence to practice or the General Dental Council (GDC).

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In addition to the above, all appointments will be made subject to the receipt of satisfactory Pre Employment Checks including:  Disclosure Scotland Criminal Records Check/Membership of the Protection of Vulnerable Groups (PVG) & where applicable evidence of overseas criminal records check, Occupational Health Check, References (all jobs are only offered following receipt satisfactory references, covering a 3 year period), Qualifications, Identity and Right to Work in the UK checks, Fitness to Practice & Revalidation.

Please note, doctors newly entering the ST1 grade will require to submit a Foundation Programme Completion Certificate (FPCC) or an Alternative Certificate of Foundation Competence to substantiate uplift on to the ST1 grade

**Data Protection Legislation**

The information supplied by your application will only be processed by authorised NHS Greater Glasgow and Clyde personnel involved in relevant stages of the recruitment process. Applications submitted via the online NHS Scotland Application form will be imported into the NHS Greater Glasgow and Clyde recruitment system. The information you provide will be retained by NHS Greater Glasgow and Clyde  and will be used for the purpose of  processing your application and for statistical and audit purposes.  NHS Greater Glasgow and Clyde will process the information for the stated purposes in regards your application for employment. If your application is unsuccessful your information will be retained securely for 12 months from the completion of the recruitment process and then confidentially destroyed.

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**Section 4:**

**Terms and Conditions**

For an overview of the terms and conditions visit https://www.msg.scot.nhs.uk/pay/medical

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| **TYPE OF CONTRACT** | Permanent |
| **GRADE AND SALARY** | **Specialty Doctor**  The whole-time salary will be a starting salary of: Specialist Doctor (£ 54,903 - £85,554) per annum (pro rata if applicable)  Progression of salary is related to experience.  New Entrants to the NHS will normally commence on the minimum point of the salary scale, (dependent on qualifications and experience). Salary is paid monthly by Bank Credit Transfer. |
| **HOURS OF WORK** | Full Time 40.00 ( pro rata if applicable ) |
| **SUPERANNUATION** | New entrants to NHS Greater Glasgow and Clyde who are aged sixteen but under seventy-five will be enrolled automatically into membership of the NHS Pension Scheme.  Should you choose to "opt out" arrangements can be made to do this via: www.sppa.gov.uk |
| **REMOVAL EXPENSES** | Assistance with removal and associated expenses may be given and would be discussed and agreed prior to appointment. |
| **EXPENSES OF CANDIDATES FOR APPOINTMENT** | Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursement shall not normally be made to employees who withdraw their application or refuse an offer of appointment. |
| **SMOKEFREE POLICY** | NHS Greater Glasgow and Clyde operate a No Smoking Policy in all premises and grounds. |
| **DISCLOSURE SCOTLAND** | This post is in the category of “Regulated Work” and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership. |
| **CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK** | NHS Greater Glasgow and Clyde (NHSGGC) has a legal obligation to ensure that it’s employees, both EEA and Non-EEA nationals are legally entitled to work in the United Kingdom. Before any person can commence employment within NHSGGC they will need to provide documentation to prove that they are eligible to work in the UK. Non-EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until the right to work in the UK has been verified. You will be required provide appropriate documentation prior to any appointment being made. |
| **REHABILITATION OF OFFENDERS ACT 1974** | The rehabilitation of Offenders act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Greater Glasgow and Clyde. Any information given will be completely confidential. |
| **DISABLED APPLICANTS** | Job Interview Guarantee Scheme  As a Disability Symbol user, we recognise 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 the minimum criteria expressed in the job description will be guaranteed an interview. A disability or health problems does not preclude full consideration for the job and applications from people with disabilities are welcome. All information will be treated as confidential. You will note on our application form that we ask for relevant information regarding your disability. This is simply to ensure that we can assist you, if you are called for interview, to have every opportunity to present your application in full. We may call you to discuss your needs in more detail if you are selected for interview. |



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| **FLEXIBLE WORKING** | NHS Greater Glasgow and Clyde operates flexible staffing arrangements whereby all appointments are to a grade within a department. The duties of an officer may be varied from an initial set of duties to any other set, which are commensurate with the grade of the officer. The enhanced experience resulting from this is considered to be in the best interest of both NHS Greater Glasgow and Clyde and the individual. |
| **EQUAL OPPORTUNITIES** | The postholder will undertake their duties in strict accordance with NHS Greater Glasgow and Clyde’s Equal Opportunities Policy. |
| **NOTICE** | The employment is subject to Three months’ notice on either side, subject to appeal against dismissal. |
| **MEDICAL NEGLIGENCE** | In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board does not require you to subscribe to a Medical Defence Organisation. Health Board indemnity will cover only Health Board responsibilities. It may, however, be in your interest to subscribe to a defence organisation in order to ensure you are covered for any work, which does not fall within the scope of the indemnity scheme. |

**Section 5:**

**Making your Application**

From the 3rd of June 2019 candidate 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. NHSGGC utilise a third-party recruitment system called JobTrain and when you complete and submit the online application form your submitted application will be imported into JobTrain and any emails will be sent via the JobTrain Recruitment System.

If this is the first time you have applied for an NHSGGC vacancy via our eRecruitment system (JobTrain), you will be asked to create an account. You can do this via an email address or social media account. Please make sure the email address submitted is correct as this will be our primary method of contact during each stage of the recruitment process. You will receive emails from our eRecruitment system throughout the process, you can reply to these and they will be received by our Medical Recruitment team member managing the vacancy. Please ensure you check the email account (including junk/spam boxes) from which you apply regularly as we will use this to contact you regarding your application.

Please note if you are registering as a new candidate you will be able to upload your Curriculum Vitae (CV). This is used to help pre-populate some of the online application form **only**. NHS Scotland does not accept CV’s in addition to/instead of a completed application form. Your CV will not be provided to the interview panel for shortlisting.

Please remember when using the online application system you will time-out after 30 minutes of inactivity. Please regularly save your application.

NHS GGC is unable to accept written applications; all applications must be submitted via eRecruitment system, JobTrain. Please visit **https://apply.jobs.scot.nhs.uk**

**Contact Us**

For any additional information about this post, guidance in completing your application or if you have any personal requirements that will enable you to participate in our recruitment process please contact a member of our NHS Greater Glasgow and Clyde’s Medical and Dental Recruitment team via:

Tel: +44 (0)141 278 2700 and select Option 1

Email: nhsggc.recruitment@nhs.scot

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

**Section 6:**

**About Inverclyde Royal Hospital**

Inverclyde Royal Hospital is one of the 4 acute sites in NHS Greater Glasgow and Clyde, forming part of the largest health board and provider of healthcare in Scotland and one of the largest in the UK. Responsible for the provision and management of the whole range of health services in this area including hospitals and General Practice, NHS Greater Glasgow and Clyde works alongside partnership organisations including local authorities and the voluntary sector.

Inverclyde Royal Hospital provides emergency and acute care in medicine, surgery and orthopaedics to a diverse population of around 130,000 patients. The geographical area covers boarders of 3 health boards, GG&C, Ayrshire and Arran and Highlands & Islands.

There are 4 inpatient medical wards, a 9 bedded critical care unit and a stabilise and transfer level 3 model and well considered and established covid pathways, including CPAP provision.

The site is currently undergoing significant development, with a recent award of Investors in People and service redesign a priority following the Covid pandemic. It prides itself on being a friendly place to work, where all teams pull together and offers an outstanding experience for general internal medicine and the unselected medical take. The drive of ‘Team IRH’ to offer an exceptional experience to staff and patients remains at the heart of the vision for the site. Some of this work was recently presented at the GG&C grand rounds, as well as the ‘Quality Inverclyde’ program being poster presented at the NES annual conference 2021.

**NHS Greater Glasgow and Clyde, Acute Services Division**

NHS Greater Glasgow and Clyde’s Acute Services are delivered currently from three Sectors covering North Glasgow, South Glasgow and Clyde and three Directorates with cross site responsibilities covering Women and Children’s Services, Regional Services and Diagnostics.

The management structure at Inverclyde Royal Hospital is well established and supported by other teams including clinical governance, unscheduled care and finance. There is a clear governance structure within the health board. Inverclyde royal Hospital reports to the Acute Clyde Governance Group, among others.

On-site management is provided by Yvonne McDowall, Clinical service manager, and Louise Watson, IRH site lead and Lead AHP for Clyde sector. Along with the clinical teams, they are committed to delivering the highest quality care and innovation. The rota management team have a weekly presence on site to enhance the current remote working and communications in place.

## Education and Research

In total there are 35 hospitals of different types including 6 teaching hospital sites with additional teaching and research facilities for Medical, Nursing and Allied Health Professionals across Acute Services, which have responsibility for ensuring effective partnerships with 4 universities and local colleges who play a vital role in the education and training of all our health care professionals:

* University of Glasgow
* Glasgow Caledonian University
* University of Strathclyde
* The University of the West of Scotland

Inverclyde Royal Hospital hosts undergraduates, typically from 3rd and 4th year, where they are offered exceptional experience to get involved and hands on, in a supportive environment.

GG&C have 35 hospitals of differing types providing a comprehensive range of Acute Hospital, Maternity, Mental Health and Community Care facilities. They work with our six Health and Social Care Partnerships covering Glasgow City, Renfrewshire, East Renfrewshire, Inverclyde, East Dunbartonshire and West Dunbartonshire.

In addition, we are supported by our Board-wide Corporate service’s directorates including Public Health, Estates and Facilities, e-Health, as well as corporate teams in Finance, Planning and Human Resources and Organisational Development and other specialist services.

GG&C are committed to delivering high quality, innovative health and social care that is person-centered. Our ambition is to be a quality-driven organization that cares about people -patients, their relatives and carers and our staff and is focused on achieving a healthier life for all.

Our Acute care is provided across NHS Glasgow and Clyde on a range of main sites click here to find out more **https://www.nhsggc.org.uk/locations/hospitals/**

**Our Culture and Values**

*Jane Grant, Chief Executive, NHS Greater Glasgow and Clyde*

*‘It is key that we are all committed to the core NHS values of: Care and Compassion – Dignity and Respect – Openness, Honesty, Responsibility, Quality and Teamwork – and we use these values to guide us in all that we do.*

*NHS Greater Glasgow and Clyde is a great organisation with a huge pool of terrific talent. We are committed to equality and diversity – to a zero tolerance toward racism, sexism and homophobia. We have access to some of the finest facilities and resources in the country, but it is the values and attitudes we demonstrate as individuals that make the biggest difference to our patients and their families.*

*These key messages are important for new colleagues joining our organisation – but I also believe it is important that we all remind ourselves of the opportunities we have to impact very positively on the lives of thousands of patients and their families no matter what job we do as part of NHS Greater Glasgow and Clyde’.*

Inverclyde Royal Hospital takes transparency, duty of candour and civility seriously and all doctors are offered training opportunities and learning in these areas that form the corner stone of trust with our patients.



**https://www.nhsggc.org.uk/working-with-us/hr-connect/learning-education-and-training/induction-portal-welcome-to-nhs-greater-glasgow-and-clyde/**

For more information about NHS Greater Glasgow and Clyde please visit: **www.nhsggc.org.uk.**

Find out more about NHS Scotland, the biggest employer in the country, providing jobs to people in more than 70 different professions, and its workforce is its greatest asset. **https://www.scotland.org/work/career-opportunities/healthcare**

**Section 7:**

**Living and Working in the Greater Glasgow and Clyde area**

As a place to live, the Greater Glasgow and Clyde area has many attractions.The West of Scotland combines cosmopolitan charm, lush countryside and soothing seaside. Culturally diverse, architecturally stunning and historically rich, this vibrant region is home to innovation, celebration and the largest city in Scotland – Glasgow.

As Scotland’s most populous region, the West of Scotland is home to approximately two million people. In addition to the city of Glasgow, East and West Dunbartonshire, Inverclyde, Ayrshire, North and South Lanarkshire, Renfrewshire and East Renfrewshire make up this captivating and eclectic part of the country.

This is a region of striking contrast. Larger cosmopolitan areas like Glasgow are within easy reach of picturesque towns, villages and some of Scotland’s most scenic beaches, captivating wildlife and tranquil countryside in Inverclyde.

**Inverclyde**

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Offering the best of both worlds, Inverclyde is close to breath-taking countryside with nearby hill walking, sailing, and cycling routes. Some of the world’s greatest golf courses are all within an hour’s drive of the area. In addition, Glasgow City is less than 40 minutes away and has a vibrant multi-cultural feel, with excellent shopping, living and socialising.

The Hospital catchment covers Inverclyde, the Cowal peninsula and North Ayrshire. It is an area that historically has been a holiday resort and has highlights including the cycle tour of Millport, Inverkip sailing club, hillwalking in the Clyde Muirshiel Regional Park or exploring some of the expanding social scene.

**Getting around**

Inverclyde Royal Hospital has free staff parking, as well as a station (Branchton) at the hospital, which connects to Glasgow Central Station in Glasgow city centre.

The M8 motorway connects Greenock with the rest of Scotland, taking just under an hour to drive between the country’s major cities Glasgow and Edinburgh, a well-used commuter’s route.

The bus is an effortless way to get around because it’s inexpensive and widely available across the region – even in remote locations.

An abundance of stations and travel times makes exploring the region by train an easy option. The rail network links both rural areas and cities with the rest of Scotland and the wider UK- the famous Glenfinnan rail bridge from Harry Potter is a favourite for many visitors.

From Ardrossan, Gourock and Wemyss Bay you can also travel by ferry to many of Scotland’s islands, or further afield from one of the cruise ships that dock at Greenock harbour. During the summer, cycling around Millport and visiting the crocodile rock is a must, or visiting the Benmore botanical gardens in Dunoon for a relaxing day out.



Glasgow’s international airport connect the region with the rest of the UK and beyond. There are approximately 200 flights per day from Glasgow international airport alone, ready to fly you to over 90 destinations like London, Dubai and New York.

The best of the city-living, magnificent countryside and an opportunity to work in some of Scotland’s most exciting industries means this region is a hugely popular place to live, play and work. The hospitality offered by Scotland is second to none.

**To find more information about living and working in Scotland please visit:**

**https://www.visitscotland.com/**

**https://www.scotland.org/**

**https://www.talentscotland.com/**

**https://moverdb.com/moving-to-glasgow/**