

**WELCOME TO**

**NHS GREATER GLASGOW AND CLYDE**

**CANDIDATE INFORMATION PACK**

**Title: Consultant in**

**Location: Royal Hospital for Children**

**Job Reference: 152178**

**Closing Date: 28th June 2023**

**Interview Date: 12th July 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**

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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:**Professor Sameer Zuberi, Consultant Paediatric Neurologist, Telephone No – 0141 451 6568 or email at **sameer.zuberi@ggc.scot.nhs.uk** or Dr Stewart Macleod, Consultant Paediatric Neurologist on 0141 451 6542 or email at stewart.macleod@ggc.scot.nhs.uk   |

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.*

*EU, EEA or Swiss nationals are strongly encouraged to join the**EU Settlement Scheme**prior to 30th June 2021.  As part of the recruitment process, you will be required to produce proof of your EU Settlement status from 1st July 2021 to demonstrate your Right to Work in the United Kingdom.*

*Existing employees may be asked to provide evidence of their EU Settlement Status from 1st July 2021.*

*Further information:* https://www.gov.uk/settled-status-eu-citizens-families.

Applicants must have full GMC Registration, a license to practise and eligible for inclusion in the GMC Specialist Register. Those trained in the UK should have evidence of higher specialist training leading to CCT or be within 6 months of confirmed entry from the date of interview. CESR (Certificate of Eligibility for Specialist Registration) route doctors are only eligible to apply for a substantive consultant post once CESR is awarded. Non-UK applicants must demonstrate equivalent training.

The job is offered as a full-time post on a 10 PA basis but applications will be considered from those wishing to work less than full-time. Up to 2 EPA’s may be available to undertake additional outpatient and/or procedure sessions or management activity.

Additional Non DCC (up to 2 PA’s in total – Inclusive of 1 core SPA plus 1 additional non DCC can be negotiated and agreed between the successful candidate and Management depending on the time required to support professional activities and the needs of the service.​​​​​​​

All newly qualified Consultants are initially offered a minimum of 1 Core Supporting Professional Activity (SPA) which includes CPD, audit, clinical governance, appraisal, revalidation, job planning and management meetings. This will be reviewed within 6 months (or earlier if required) of appointment and revised upwards if additional responsibilities are agreed.

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

**Section 2:**

**Children’s Services across NHS Greater Glasgow and Clyde**

Children’s Services are managed within the Women & Children’s Directorate located within the new Queen Elizabeth University Hospital Campus which hosts the Royal Hospital for Children. A description of the hospital is provided below.

The Royal Hospital for Children, Glasgow

The Royal Hospital for Children, Glasgow is the largest paediatric teaching hospital in Scotland.  It provides care, not only for children resident within Greater Glasgow & Clyde, but is also a tertiary referral centre for children from the West of Scotland, and in some subspecialties, from the whole of Scotland.

There are 260 inpatient and day care / assessment beds within the hospital.

There is the capacity for an integrated 26-bedded intensive / high dependency critical care unit and a retrieval service for critically ill children. On the same floor, adjacent to critical care services is a large fully functional theatre suite including a dedicated cardiac theatre.  There are 6 beds funded for cardiac surgery in intensive care.

A pan Greater Glasgow Child Protection Unit has also recently been developed on site.

All paediatric medical and surgical subspecialties are represented, including general medical paediatrics, respiratory, neurology, endocrinology, gastroenterology and nutrition, haemato-oncology, teanage cancer, cardiology, neonatology, immunology and infectious disease, dermatology, rheumatology, metabolic medicine, audiology, ophthalmology, ENT surgery, orthopaedic, plastic surgery, maxillo-facial and dental surgery and general paediatric and neonatal surgery.  The hospital provides a national Extra Corporeal Life Support service and is the centre for all paediatric cardiac surgery in Scotland.

The Radiology Department located within RHC provides ultrasound, CT, MRI and isotopic studies on site. Diagnostic laboratory facilities are on site in Haematology, Blood Banking, Biochemistry, Microbiology, Virology and Histopathology.

The Hospital provides the major Undergraduate Paediatric Teaching facility for the University of Glasgow and accommodates the University Departments of Child Health, Child and Family Psychiatry, Medical Genetics, Human Nutrition, Paediatric Pathology, Paediatric Biochemistry and Paediatric Surgery.

Other Paediatric Services in Glasgow

There are three maternity hospitals in NHS Greater Glasgow & Clyde, Princess Royal Maternity Hospital, Queen Elizabeth University Hospital and Royal Alexandra Hospital, all with neonatal facilities.

Paediatric radiotherapy (under general anaesthetic) is completed at the Beatson Oncology Centre at the Gartnavel campus.

There is an extensive range of specialist community based children’s services across NHS Greater Glasgow.  Community Child Health services are centred around three Child Development Centres; East, West and South. Well established clinical links exist across combined acute and community settings within the NHS Board.

**Section 2** **Medical Paediatric Services**

**Clinical Leadership**

Medical Paediatric services are a key component of integrated hospital paediatric services within the Women and Children’s Directorate (of the Acute Operating Division, NHS Greater Glasgow and Clyde).

Dr. Alan Mathers (Consultant Obstetrician) is the Associate Medical Director for the Womens & Childrens Services. Dr Phil Davies (Consultant Paediatrician) is Clinical Director for Medical Paediatric Specialities. Dr Davies is supported by a number of Link Clinicians. For Neurology services this is:

* Prof. Sameer Zuberi, Paediatric Neurologist

There a number of link clinicians supporting general and specialist paediatric medical services.

This structure of clinical leadership is mirrored within surgical services.

Contact details for those doctors listed are provided in section 9 of this document.

An integrated medical paediatric service includes all medical wards. This arrangement, with close links to surgical and child health services has successfully supported improved cross-service working, allowing completion of a number of ambitious clinical service redesigns.

**National Service Contracts**

The Royal Hospital for Sick Children hosts a number of paediatric national services. These national services are listed in box 1 below:

Box 1 / Paediatric National Services

**The Work of the Department -  Glasgow Paediatric Neurosciences Unit**

The Neurosciences Unit was founded in 1973 and established as Glasgow’s first multidisciplinary child development centre. At the same time John Stephenson was appointed as Glasgow’s first Consultant Paediatric Neurologist.

The unit provides a comprehensive array of diagnostic and support services and serves both tertiary needs of children throughout Scotland in collaboration with the paediatric neuroscience departments in Edinburgh and the North East of Scotland (North East of Scotland Child Neurology Network – NESCaNN). The unit also serves the secondary needs of children within Greater Glasgow. Quaternary epilepsy genetic, neurological sleep disorders clinics, and neuromuscular clinics take referrals from throughout the United Kingdom. Services are provided via a number of specialist clinics:

* Diagnostic Neurology
* Neurogenetics
* First Seizure (paroxysmal disorders)
* Headache Clinic
* Epilepsy
* Nurse Led Epilepsy Clinic
* Teenage Epilepsy
* Epilepsy Transition
* Genetic Epilepsy
* Vagal nerve stimulator clinic – Nurse led clinic
* Ketogenic Diet
* Neuromuscular
* Neuromuscular Genetics
* Neuromuscular Transition
* Nerve Conduction / EMG clinics
* Brain Injury Rehabilitation
* Motor Disorders
* Botulinum Toxin
* Neuropsychiatry
* Sleep Disorders Clinic – Neurologist & Nurse Led Clinic

Neuropsychology, speech and language therapy, occupational therapy and physiotherapy undertake independent consultations in the unit however our philosophy is to deliver an integrated neurosciences service with an individual being evaluated jointly or by different specialties on the same day.

The Glasgow Genetic Epilepsy Service comprising staff from Paediatric Neurosciences and the West of Scotland Genetics Service delivers a specialist combined clinical and molecular genetic diagnostic service to Scotland and receives referrals from throughout the United Kingdom and internationally.

Together with the West of Scotland Genetics Service and the Institute of Neurological Sciences, the unit provides the base for the Scottish Muscle Network and participates actively in the Scottish Paediatric Epilepsy Managed Clinical Network.

The Paediatric Neurosciences Research Group led by staff in the Unit coordinates integrated research projects between child neurology, neuropsychology, molecular genetics and with many national and international collaborators.

**The EEG department and EMG / NCS facilities**

The Neuroscience service runs a comprehensive EEG department with video-telemetry and ambulatory facilities. Close collaboration exists between this department and the neurophysiology department at the Institute of Neurological Sciences within the QEUH campus. Ward 3A has 2 dedicated video-telemetry cubicles networked into the EEG department and nursing station.

Nerve conduction and EMG studies are undertaken by two of the consultants.

**Staff**

Gillian Horsburgh Chief technician

Angela Robertson Senior technician

Ann Peden Senior Technician

Nia McLauchlan Senior technician

Stewart Macleod    Consultant Paediatric Neurologist (EEG)

Sameer Zuberi Consultant Paediatric Neurologist (EEG)

Iain Horrocks         Consultant Paediatric Neurologist (EMG / NCS)

Veronica Leach Consultant Neurophysiologist (EEG / EMG / NCS)

**Inpatient Facilities – ward 3A**

Sister Eleanor Selkirk is the manager of this busy 24 bed ward. As well as serving the needs of neurology patients, the ward also caters for Paediatric Neurosurgery, endocrinology, metabolic medicine and complex airway/ENT. Because of the fluctuating demands of the different specialties, there is no fixed bed number allocation and a flexible approach is followed. Neurology inpatient numbers therefore fluctuate but may exceed 10.

**The Job Itself**

**Title**

**Consultant Paediatric Neurologist.**

This is a permanent post. The successful applicant for this post will join seven consultant colleagues as an integral member of the Neurosciences team. The postholder will be expected to have a special interest in the diagnosis and management of paediatric epilepsies and EEG reporting skills are desirable. If a successful candidate does not have EEG reporting skills appropriate training will be discussed. An interest in genetic epilepsies with skills in genomic interpretation are desirable. The postholder will be expected to support gene related therapy trials in epilepsy and knowledge of this area is desirable with appropriate experience and training for a successful applicant who lacks relevant experience. A relevant research qualification therefore in the form of a post graduate degree is desirable.

**Relationships**

Name of Health Board

(i) NHS Greater Glasgow & Clyde

(ii) Names of Consultant Members of the Department

Sameer Zuberi Consultant Paediatric Neurologist (Whole time)

Iain Horrocks Consultant Paediatric Neurologist (Whole time)

Stewart Macleod Consultant Paediatric Neurologist (Whole time)

Andreas Brunklaus Consultant Paediatric Neurologist (Whole time)

Sarah Abernethy Consultant Paediatric Neurologist (0.8WTE)

Katharine Forrest Consultant Paediatric Neurologist (Whole time)

Shuko Joseph Conultant Paediatric Neurologist (Whole time)

Valerie Orr Consultant in Paediatric Neurodisability (0.6WTE)

Ishaq Abu Arafeh Consultant Paediatrician (0.2WTE)

Veronica Leach Consultant Neurophysiologist (0.1WTE)

**Other Members of the Department**

Jen Dunne Neuromuscular Nurse Specialist

Marina DiMarco Specialist Neuromuscular Physiotherapist

Sarah Brown -Specialist Neuromuscular Physiotherapist

Susanne McKenzie Specialist Neuromuscular Physiotherapist

Rebecca Hart Specialist Neuromuscular Physiotherapist

Tracy Langan – Clinical Trials Coordinator Muscle

 Rachel Mochrie – Specialist Neuromuscular Dietician

 Wilma Stewart – Neuromuscular Care Advisor

Margaret Wilson - Epilepsy nurse Consultant

Misty McDonald- Epilepsy nurse specialist

Unfilled post – Genetic Epilepsy Nurse Specialist

Ann-Marie Wight- Epilepsy Nurse Specialist

Jamie Westwood – Epilepsy Nurse Specialist

Blair Crow Neurology Nurse Specialist

Mhairi Fitzharris - Outpatient Manager

Christine Duncanson Nursing Assistant

Claire Briggs Occupational Therapist

Jenny Lunan Physiotherapist

Elizabeth Lawson Senior II Speech and Language Therapist

Liam Dorris Consultant Neuropsychologist

Amy Thomson Consultant Neuropsychologist

Ruth Hind Clinical Psychologist

Claire Adey Clinical Psychologist

Agnes Mooney – Secretary

Lauren Ross - Secretary

Fran Grimshaw - Secretary

Isla Birnie – Research & Teaching Administrator

2 or 3 ST trainees (paediatrics / neurology)

1 FY2 (mainly inpatient)

**Duties of the Post**

**Clinical Duties of Consultant in Paediatric Neurology**

The post holder will be expected to work closely with other colleagues in the Neurology Team.

The appointee must be able to demonstrate a high level of clinical experience and competence in the diagnosis and management of children with acute and

chronic neurological disorders. They will be expected to participate in a one week in 8 “hot week” on call rota providing tertiary neurology input to all wards and specialties in the Children’s Hospital and the other hospitals in Scotland. This includes support to neonatal and paediatric intensive care units.  A sub-specialty interest in paediatric epilepsy is required. The post holder will be expected to undertake outreach neurology clinics in the West of Scotland.

The appointee will have good communication skills and be able to work

effectively as part of a team.   This is of particular importance in the effective functioning of a multidisciplinary team.  He/she will have an understanding of current NHS management and Trusts and be aware of the responsibilities that a consultant post brings.

The appointee will be expected to contribute to audit and contribute to international research studies as a PI or sub-PI as well as in the future undertake original research in the field of epilepsy.

The appointee will join the Paediatric Neurosciences Epilepsy Service and contribute to the Scottish Genetic Epilepsy Service. The Paediatric Neurosciences Epilepsy & Neurodevelopmental Research Group is affiliated to the University of Glasgow School of Health & Wellbeing. The group is involved in precision medicine trials in genetic epilepsies and in gene related trials, acting as one of the first 3 UK centres for such trials.

This post will be one of eight tertiary child neurologists. All consultants see general neurology patients during their on call week.  Two consultants have a specific expertise in neuromuscular disorders. 3 consultants have an expertise in epilepsy. One consultant has an interest in neuroinflamatory and neurovascular disorders. One has an interest in neurorehabilitation and motor disorders. The appointee will be expected to contribute to the emergency on call rota on a 1 / 8 basis. Currently this is organised as a “hot week” system including the weekend. On call duties include seeing urgent in and outpatient referrals, supervision of trainees, responsibility for neurology inpatients and dealing with emergency consultations (in person or by telephone) throughout the week.

**Administrative & IT Support**

Secretarial support is shared between Consultant staff with a secretary taking primary responsibility for a named group of consultants however the administration team support each other’s workload. The administration team are based in the Office Block in close proximity to the neurology consultants’ office. The successful applicant will have access to a laptop and information technology resources and support required for the post. This includes secure remote access to hospital systems and records.

**Community Child Health Services**

Community based neurodisability teams are based in the three child development centres within the City of Glasgow. Good working relationships already exist between Community Child Health and Paediatric Neurosciences. Further planned appointments will consolidate the neurodisability service within both Community Child Health and Paediatric Neurosciences and it is expected that this collaborative work pattern will continue to flourish.

**Laboratory and Imaging Services**

The hospital has a comprehensive diagnostic imaging service including spiral CT, MR, ultrasound and nuclear medicine.

Biochemistry, haematology, microbiology and pathology services are available on site. Neuropathology services are provided by the Institute of Neurological Sciences.

**Related Adult Services**

The unit works closely with adult neurology services for epilepsy and neuromuscular disorders.  We have links to adult rehabilitation services and are developing transitional care arrangements with adult respiratory services in conjunction with the paediatric respiratory team.We have an epilepsy transition clinic with adult neurology colleagues

**Provisional Weekly Timetable For 10 session job plan**

Fixed commitments for the new post holder are under-lined

When not on call

|  |  |  |
| --- | --- | --- |
|   | AM | PM |
| MON | General Neurology Clinic | Clinical Admin |
| TUES | Epilepsy Clinic | Clinical Admin |
| WED | EEG Reporting | Genetic Epilepsy MDT / PICU & NICU MDT |
| THUR | Clinical Ward round/departmental teaching / Neuroradiology | SPA /CPD |
| FRI |  OFF | OFF |

When on call

|  |  |  |  |
| --- | --- | --- | --- |
|   | AM | PM |   |
| MON | Ward round/ Consultations | Clinical Admin / ward work |   |
| TUES | Urgent clinic / Neurogenetics meeting  | Consultations | Predictable oc  |
| WED | Ward round / Consultations  | Consultations / supervision of Registrar clinic |   |
| THUR | Ward round / Consultations  | Multidisciplinary team meeting  | Unpredictable oc |
| FRI | Wrd round –  MRI Meeting  | Clinical Admin / Consultations |   |
| SAT | Ward round / Consultations  |   |   |
| SUN | Ward round / Consultations  |   |   |

**Work Programme/Job Plan**

Agreement should be reached between the appointee and the Clinical Director with regard to the scheduling of the Supporting Professional Activities.

A formal job plan will be agreed between the appointee and their Clinical Director, on behalf of the Medical Director prior to commencement.

The job plan will be based on the provisional timetable shown above. This is for an average of ten sessions.

If the successful applicant wishes to work less than a whole time equivalent, part-time working will be discussed as part of the job planning process.

The Job Plan will then be reviewed annually, following the Appraisal Meeting. The Job Plan will be a prospective agreement that sets out a consultant’s duties, responsibilities and objectives for the coming year. It should cover all aspects of a consultant’s professional practice including clinical work, teaching, research, education and managerial responsibilities. It should include personal objectives, including details of their link to wider service objectives, and details of the support required by the consultant to fulfil the job plan and the objectives.

Currently the detailed job plan will be agreed between the Clinical Director and the neurology consultants.

**Provisional assessment of Programmed Activities in Job Plan**

For a whole-time contract:

* Direct Clinical Care  9.0 PAs on average per week

*(includes clinical activity, clinically related activity, predictable and unpredictable emergency work)*

* Supporting Professional Activities  1.0 PAs on average per week

*(includes CPD, audit, teaching and research)*

**Supporting Professional Activities**

One session per week will be allocated to supporting professional activities. The postholder will be expected use this time for the activities detailed below including continuous professional development, appraisal work and quality improvement work to support revalidation. The candidate will be encouraged to engage in regional and national roles in improving epilepsy management in children.

**Continuous Professional Development**

Continuous professional development is supported according to the guidance of the Royal College of Paediatrics and Child health. Internal CPD opportunities for paediatrics exist through meetings include a Friday morning general paediatric grand round. Training modules are available via the LearnPro website. Tuesday afternoon session for child protection training and a Thursday morning ‘Grand Round’ at which the middle grade staff present and discuss cases of interest. The neuroscience service have regular teaching programme on Thursday mornings followed by an academic grand round to which the postholder would be expected to contribute.

**Postgraduate teaching and training**

The appointee will take part in the active postgraduate education programmes.  This involves running education programmes for junior staff, (both for in-service training and post graduate examinations), local educational programmes which contribute to CPD and involvement in interagency education and training.

The successful candidate will be required to participate in the CPD scheme operated by

the Royal College of Paediatrics and Child Health.

Paediatric neurology in Scotland has excellent formal and informal links between departments in different teaching hospitals.  The Scottish Paediatric Neurology Group meets on a regular basis both as a clinical forum and as the body putting forward professional opinion on issues pertinent to paediatric neurology.  It sees managed clinical networks as important frameworks for the development of neurological services for children across Scotland.

**Teaching, assessment and research.**

The appointee will take part in the teaching and assessment of medical students, particularly during the third, fourth and fifth years of their medical course.   There will also be a variable requirement to teach postgraduates and other professionals including nurses, health visitors and professions allied to medicine. Research is encouraged and the successful candidate will have access to the facilities of the Department of Child Health.A research active clinician will be encourage to apply for National Research Scotland (NRS) sessions.

**Contacts within the Children’s Hospital**

Within the Women and Children’s Directorate the following list of useful contact names and addresses are available:

* Dr Alan Mathers, Associate Medical Director, RHSC, Tel number 0141 2115378
* Dr Phil Davies, Clinical Director, Medicine, Tel Number 0141 451 6597
* Mr Jamie Redfern, General Manager, Women and Children’s Directorate, RHSC, Tel Number 0141 4516496
* Mrs Melanie Hutton, Clinical Services Manager, Medical, RHSC, Tel Number 0141 4525741

**Section 5** **Main Conditions of Service**

A formal job plan will be agreed between the appointee and their Clinical Director, on behalf of the respective medical management structures within NHS Greater Glasgow & Clyde. The job plan will be based on the provisional timetable shown in table 1 above. The Job Plan will then be reviewed annually, following the Appraisal Meeting. The Job Plan will be a prospective agreement that sets out a consultant’s duties, responsibilities and objectives for the coming year. It should cover all aspects of a consultant’s professional practice including clinical work, teaching, research, education and managerial responsibilities. It should include personal objectives, including details of their link to wider service objectives, and details of the support required by the consultant to fulfil the job plan and the objectives.

**General Provisions**

You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with Consultant colleagues in the medical contribution to management.  Subject to the provision of the Terms and Conditions, you are expected to observe the organisation’s agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instruction of Greater Glasgow & Clyde NHS Board, in particular, where you manage employees of the organisation, you will be expected to follow the local and national employment and personnel policies and procedures.  You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.

All medical and dental staff employed by NHS Greater Glasgow & Clyde are expected to comply with the central Health and Safety Policy.

You will have responsibility for the training and supervision of (junior) medical staff who work for you and you will devote time to this activity on a regular basis.  If appropriate, you will be named in the contracts of doctors in training grades, as the person responsible for overseeing their training and as the initial source of advice to such doctors on their careers.

**Personal Specification for the post of Consultant Paediatric Neurologist**

|  |  |  |
| --- | --- | --- |
| TRAINING PROGRAMMEREQUIREMENTS | ESSENTIAL | DESIRABLE |
| Qualifications***Basic******Postgraduate*** | MRCP/MRCPCHor equivalentCCST in Paediatrics | Research qualification |
| Experience  | General professional training in paediatrics.  5½ years Specialist Registrar training in paediatrics & paediatric neurology + neurodisability OR equivalent training recognised by the Specialist Training Authority. Expertise in the management of paediatric epilepsy.  | Expertise in EEG reporting |
| Ability**Knowledge*****Clinical Skills and******Technical Skills*** | Working knowledge of paediatric neurology at a tertiary neurology levelClinical and technical skill appropriate to the above |  |
| Motivation | Pursuing a career in paediatric neurology |   |
| Personality | Good communication skills with children and their parents, and fellow professionals. Ability to function in a multi-disciplinary team |   |
| Audit  | Demonstrable skills in audit  | Previous knowledge and experience |
| Research | Working knowledge of research techniques in paediatric neurology  | A track record of funded peer-reviewed research  and postgraduate research degree |
| Management Ability | Knowledge and understanding of management issues within the NHS | Proven management ability in a health care setting |

**Section 3:**

**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 Registration with a Licence to Practice or a GDC 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**

For medical consultant posts the post holder on commencement of the post must have full registration with the General Medical Council (GMC a licence to practice and be eligible for inclusion in the GMC Specialist Register. Those applicants trained in the UK should have evidence of higher specialist training leading to Certificate of Completion of Training (CCT) or be within 6 months of confirmed entry from the date of interview. Non UK applicants must demonstrate equivalent training.

If you are unsure of your eligibility to join the Specialty Register then find out more at:-

**https://www.gmc-uk.org/registration-and-licensing/the-medical-register/a-guide-to-the-medical-register/specialist-and-gp-application-types**

Additional information for dental appointments

The GDC issues **Full Registration** and **Temporary Registration**.

* Temporary registration can be issued to allow a dentist to practise dentistry only in selected supervised posts for training, teaching or research purposes.  Temporary registrations are granted for 6 months at a time, up to a maximum of 5 years.
* Full registration allows a dentist to practice dentistry in the UK without restriction.

In addition to full registration, dentists can also *choose* to be included on the **Specialist List.**

* The specialist lists are lists of registered dentists who meet certain conditions and are entitled to use a specialist title. They do not *have* to join a specialist list to practise any particular specialty, but they can only use the title 'specialist' if they are on the list. For more information on please visit **https://www.gdc-uk.org/**

***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*

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*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.  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.*

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 of satisfactory references, covering a minimum of a 3 year period), Qualifications, Identity and Right to Work in the UK checks, Fitness to Practice & Revalidation.

**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.

**Section 5:**

**Consultant Appointment**

**Terms and Conditions**

Terms and Conditions of Service are those determined by the Terms and Conditions of the New Consultant Grade (Scotland) as amended from time to time. For an overview of the terms and conditions visit**http://www.msg.scot.nhs.uk/pay/medical**

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| **TYPE OF CONTRACT** | **Permanent** |
| **GRADE AND SALARY** | **Consultant** The whole-time salary will be a starting salary of:- £91,474 - £121,548 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**  |
| **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 considered to be 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 with regard to 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 3 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 6:**

**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.

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 7:**

**About NHS Greater Glasgow and Clyde**

NHS Greater Glasgow and Clyde is 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.

It serves a population of 1.15 million covering 6 local authority areas which include the city of Glasgow as well as incorporating both urban and rural areas. With a total budget of £3.2 billion and a workforce of around 39,369 staff, NHS Greater Glasgow and Clyde delivers local, regional and national services including acute hospital, primary, mental health and community services.

## Capital Building Modernisation Programme

A major capital building programme of over £1 billion to modernise Glasgow’s acute hospitals has already seen the delivery of the new West of Scotland Cancer Centre, two Ambulatory Care Hospitals at Stobhill and the Victoria as well as a new Laboratory Facility providing Biochemistry, Haematology, Pathology, Genetics and citywide mortuary services based on the South Glasgow Hospitals Campus which was opened in 2012.

**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 dimensions of the Directorates/Sectors are around:

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| **Sector/Directorate** | **Budget (£m)** | **Staff numbers** |
| South | £353m | 5,116 |
| Regional | £273m | 3,486 |
| North | £193m | 3,397 |
| W&C | £193m | 2,961 |
| Diagnostics | £187m | 2,765 |
| Clyde | £177m | 3,019 |
| Acute corporate | £24m | 49 |
| **TOTAL** | **£1400M** | **20,793** |

NHS Greater Glasgow and Clyde has the largest group of adult acute hospitals in Scotland offering many opportunities to ensure job satisfaction and career development. We provide a wide range of services from community-based care through to the full range of general and specialist hospital services. Close links are enjoyed with all universities in Glasgow and Clyde and our staff makes a significant contribution to both undergraduate and postgraduate teaching across the multidisciplinary spectrum.

In Glasgow north of the river Clyde, there are Glasgow Royal Infirmary, Stobhill Ambulatory Care Hospital, Gartnavel General Hospital (including the Beatson West of Scotland Cancer Centre) and Glasgow Dental Hospital & School. In Glasgow south of the river, there are the Queen Elizabeth University Hospital, the Royal Hospital for Children, the Victoria Hospital Ambulatory Care Hospital and West Glasgow Ambulatory Care Hospital. And within the Clyde area are the Royal Alexandra Hospital in Paisley, Inverclyde Royal Hospital in Greenock and the Vale of Leven District General Hospital in Alexandria.

## Queen Elizabeth University Hospital and Royal Hospital for Children

In 2015, the new Queen Elizabeth University Hospital (QEUH) opened at the old Southern General Hospital site. This is a flagship Scottish Government project and sees the amalgamation of services from the Victoria Infirmary, the Southern General Hospital, and the Western Infirmary.

The new hospital has 1109 patient rooms, a 20 bed Intensive Care Unit and a 39 bed High Dependency Unit. In addition, the new Glasgow paediatric hospital the Royal Hospital for Children is co-located on site and this facility works closely with the recently opened Maternity Hospital.

The Queen Elizabeth Teaching and Learning Centre developed jointly by NHS Greater Glasgow and Clyde and The University of Glasgow, is an investment of £27 million to provide a training environment for the clinical years of the undergraduate medical degree (MBChB), and postgraduate training facilities for medical staff and a large variety of NHS professionals. Three floors of this purpose built centre are dedicated to teaching and learning and are connected to the main QEUH building by a link bridge. For more information visit **https://www.nhsggc.org.uk/patients-and-visitors/main-hospital-sites/queen-elizabeth-university-hospital-campus/teaching-and-learning-centre/about-the-centre/**

The Queen Elizabeth University Hospital is not only the largest hospital campus in Glasgow but one of the most modern and cutting edge locations for medical care in Scotland. The QEUH is expected to be designated a Major Trauma Centre by 2020.

The Royal Hospital for Children (RHC) provides paediatric care for children up to the age of 16. This facility if conjoined with the QEUH.

The Institute of Neurological Sciences (INS). This provides Neurosurgical and Oral Maxillofacial Services, and is on the same campus as the QEUH connected by a link corridor.

Further information is available at **https://www.nhsggc.org.uk/patients-and-visitors/main-hospital-sites/queen-elizabeth-university-hospital-campus/queen-elizabeth-university-hospital-glasgow/queen-elizabeth-university-hospital/**

## 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

We have 35 hospitals of differing types providing a comprehensive range of Acute Hospital, Maternity, Mental Health and Community Care facilities.

We 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.

We are committed to delivering high quality, innovative health and social care that is person-centred. Our ambition is to be a quality-driven organisation that cares about people -patients, their relatives and carers and our staff and is focussed on achieving a healthier life for all.

NHS Greater Glasgow and Clyde provides services through 6000 beds across:

* 9 acute inpatient sites
* The Beatson West of Scotland Cancer Centre
* 61 health centres and clinics
* 10 Mental Health Inpatient sites
* 6 Mental health long stay rehabilitation sites

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/**

* Beatson West of Scotland Cancer Centre
* Gartnavel General Hospital
* Glasgow Royal Infirmary
* Inverclyde Royal Hospital
* Lightburn Hospital
* Queen Elizabeth University Hospital
* Royal Hospital for Children
* The Institute of Neurological Sciences
* Princess Royal Maternity Hospital
* Royal Alexandra Hospital
* Vale of Leven Hospital

3 Ambulatory care hospitals are located at:

* New Stobhill Hospital
* New Victoria Hospital
* West Glasgow Ambulatory Care Hospital

Each year we deliver around 170,000 emergency medical and 62,000 emergency surgical episodes and 165,000 day cases. We continue to operate one of the busiest A&E/minor injuries units in the UK with 455,000 attendances. We deliver 400,000 new outpatient attendances.

NHS Greater Glasgow and Clyde is responsible for improving the health of our local population and delivering the healthcare it requires. Our purpose is to provide strategic leadership and direction, and ensure the efficient, effective and accountable governance of the local NHS system.

**NHS Greater Glasgow and Clyde Medical Workforce Plans**

The three Workforce Plans focus on Medical and Dental workforce issues and will form part of an overarching plan which will include other elements of the Acute workforce including Nursing and Midwifery, Allied Health Professionals and all other NHS staff groups. For more information on the **Acute Services Medical Workforce Plan**, **Mental Health Services Medical Workforce Plan** and the **Oral Health (Dentist) Workforce Plan** please visit **https://www.nhsggc.org.uk/working-with-us/hr-connect/workforce-planning-and-analytics/workforce-planning/nhsggc-medical-workforce-plans/**

**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’.*

**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 8:**

**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 areas like Glasgow are within easy reach of picturesque towns, villages and some of Scotland’s most scenic beaches, captivating wildlife and tranquil countryside.



**Glasgow**



Multicultural, magnificent and brimming with personality, Scotland’s largest city is home to nearly 600,000 people. Discover rich history, stunning architecture and the best shopping in the UK outside London. Glasgow is one of the highest ranking cities in the UK for quality of life. (source: Mercer survey, 2012)

This aptly-named ‘Dear Green Place’ blends the best of urban-living with the splendour of lush gardens and parks. Impressively, the city boasts more green space per square mile than any other UK city. With some of the biggest and brightest businesses Scotland has to offer, in addition to enjoying the scenery, you can explore the many great career opportunities the city offers.

Offering the best of both worlds, Glasgow is close to breathtaking countryside offering up nearby hill walking, sailing, and cycling. Some of the world’s greatest golf courses are all within an hour’s drive of the city. And this bustling city’s arts and culture, nightlife and food are hard to surpass.

Home to over 133,000 students from around the world, this vibrant city has five world-renowned universities and seven colleges.

**Lots to see and do**

No matter what your age or interest, the West has something for you. Be dazzled by Charles Rennie Mackintosh’s iconic architecture in Glasgow or satisfy your appetite with mouth-watering produce at the farmers’ markets in Renfrewshire and Inverclyde.

You also have your choice of impressive year-round events and festivals, attractions or some of the best leisure facilities in the country. And as a UNESCO City of Music, Glasgow offers an impressive range of musical delights.

Experience the award-winning wonder of Kelvingrove Art Gallery and Museum and the awe-inspiring Glasgow Science Centre, or enjoy international musicians, sporting events and more at the city’s last addition, the 12,000 seat SSE Hydro Arena.

This year’s Mercer’s Quality of Living survey sees Glasgow beat the likes of Rome, Prague, and Dubai to be named as one of the best cities in the world to live.

The West loves its sports – evident in its numerous outstanding leisure centres and facilities. Glasgow is one of the world’s top 10 destinations for sports events and in 2014, Glasgow hosted the 20th Commonwealth Games. The newly built Commonwealth Arena and adjoining Sir Chris Hoy Velodrome in the East End of Glasgow hosted badminton and cycling events for the 2014 games.

In Ayrshire you can celebrate the national poet at the Burns and a' that Festival, admire the spectacular scenery at the Ayr Flower show or try your luck at the races at the Scottish Grand National.

**Housing**

Whether you are renting or buying, Glasgow offers a superb selection of housing. Here you’ll have your choice of apartments on the River Clyde, spacious Victorian flats in the West End and family homes in leafy suburbs conveniently located near to schools.

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**Getting around**

The region’s excellent transport links mean you’re connected to the rest of the UK - and the world.

The M8 motorway connects the West 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.   Glasgow has the UK’s largest suburban rail network outside London.

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.

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.

Glasgow’s two international airports 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.

**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/**