

**WELCOME TO**

**NHS GREATER GLASGOW AND CLYDE**

**CANDIDATE INFORMATION PACK**

**Title: Consultant in Child and Adolescent Psychiatry**

**Location: East Renfrewshire CAMHS**

**Job Reference: 174558**

**Closing Date: 7th January 2024**

**Interview Date: 17th January 2024**



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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:** |
| **Name**  | **Job Title**  | **Email**  |  **Telephone**  |
| Dr Joanna Young | Consultant | joanna.young@ggc.scot.nhs.uk | 0141 277 7671 |

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:**

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|  | **JOB TITLE** |
|  | Consultant In Child & Adolescent Psychiatry |
|  | **LOCATION** |
|  | Department of Child & Adolescent Mental Health ServicesEast Renfrewshire CAMHS, Barrhead Health & Care Centre, 213 Main Street, Barrhead, Glasgow, G78 1SA |
|  | **HOURS OF DUTY** |
|  | 8 PAs |
|  | **GENERAL BACKGROUND** |
|  | This is an exciting opportunity to contribute to the continuing development of the service with 1 Consultant colleague already in post in East Renfrewshire. The main base for the post will be in the Barrhead Health & Care Centre in Barrhead. The service has a full multi-disciplinary staffing complement including 2 Consultant Child & Adolescent Psychiatrists (including this post), nurse therapists, clinical psychologists, psychotherapist, occupational therapist, speech and language therapist. We are keen to have a diverse workforce in CAMHS that will allow us to reflect the population we work with.The team is a multi-disciplinary locality team providing mental health services to children and adolescents in East Renfrewshire with moderate to severe mental health problems. The team is part of a comprehensive network of 8 locality based Mental Health teams providing services within the NHS Greater Glasgow and Clyde board area. The locality teams work in conjunction with a number of specialist health board-wide CAMHS teams covering learning disability & mental health, forensic CAMHS, complex trauma, intensive community care and eating disordersWithin NHS Greater Glasgow and Clyde there are 20 Consultants in Child & Adolescent Psychiatry (18 WTE). All the Consultants work in locality or specialist multi disciplinary teams within Community Health and Social Care Partnership areas in Greater Glasgow and Clyde, in acute hospital settings, or within regional or national inpatient services. NHS Greater Glasgow and Clyde provides mental health services for a population of 1.1million. The population of 0-19yr olds is approximately 220,324.This post will provide psychiatric support and leadership to the community Child & Adolescent Mental Health team in East Renfrewshire and psychiatry input to children, young people and families for 8 sessions per week. The East Renfrewshire Community Child & Adolescent Mental Health Service is based in Barrhead Health & Care Centre and serves a population which contains a diverse socio-economic mix of population. The Consultant Child & Adolescent Psychiatrist who takes this post will provide advice and leadership with 1 Consultant colleague and other senior professionals in the team, on child and adolescent mental health disorders and their management to patients, families and multi-agency colleagues within the context of GIRFEC processes. As well as providing psychiatric input to the locality CAMHS team, the post holder will contribute to a day time Consultant rota for local community teams if no local child & adolescent psychiatrist is available, and will operate as part of an East Renfrewshire-South Glasgow hub with 3 Consultant colleagues, as well as providing out of hours Psychiatric cover to the Child & Adolescent population in NHS Greater Glasgow and Clyde (at 1:16 pro rata). |
|  | GENERAL DESCRIPTION OF THE POST |
|  | This post will provide child and adolescent psychiatric services to East Renfrewshire whilst based in the East Renfrewshire CAMHS team. The holder of the post will be expected to work alongside other members of the team in the provision of outpatient related services provided by East Renfrewshire HSCP. Community Child & Adolescent Mental Health teams are managed in Greater Glasgow & Clyde by a single Head of Specialist Children’s Services with local links and local management input alongside other community children’s services to deliver children and young people’s specialist services. Area wide CAMHS teams (e.g. forensic, learning disabilities, academic, eating disorders, complex trauma services and intensive and crisis community and home-based services) are managed as hosted services within NHS Greater Glasgow & Clyde. The management structure cascades from the Chief Officer for Specialist Children’s Services in East Dunbartonshire HSCP, to the Head of Specialist Children’s Services, Karen Lamb, and to the local service managers who are accountable to the local Head of Children’s Services. This management structure is supported by the Clinical Director for CAMHS, Julie Metcalfe, and links closely with local children’s services, primary care services, mental health services and partner agencies within local service structures.The Choice & Partnership Approach (CAPA) model of service delivery has been implemented across CAMHS in NHS Greater Glasgow and Clyde. In the East Renfrewshire service, the Consultant Psychiatrists will predominantly provide specific partnership sessions, and choice and core partnerships as their job plans allow.  |
|  | DESCRIPTION OF THE TEAM  |
|  | The East Renfrewshire CAMHS team has 13.8wte staff, including clinical psychology, RMN staff (bands 5 to 7), AHP support and administration support. There are 2 Consultant Child & Adolescent Psychiatrists, 1 Consultant Clinical Psychologist, 2 band 7 RMNs, 3 band 7 Clinical Nurse Specialists and 2 nurse prescribers in the team.The clinician has access to their own computer together with clinical space which is both individual and shared. Rooms will meet the requirements expected of office space and clinical space for CAMHS clinicians and for a Consultant Psychiatrist. |
|  | TEAM MEMBERSHIP |
|  | The East Renfrewshire CAMHS team is a multi-disciplinary team whose staff complement includes: * Psychiatry
* Clinical Psychology
* Nursing
* OT
* SLT
* Family Therapy
* Pharmacology
 |
|  | It is the remit of the tier 3 teams to see complex emotional\behavioural, mental health problems and mental illness which can not be managed by wellbeing interventions. Referrals are accepted from colleagues in health, social work and education. The teams operate a duty system which deals with referrals received each day. These referrals are discussed at a weekly referral meeting. The referrals that are accepted are then allocated to a CHOICE or CHOICE-PARTNERSHIP appointment. The teams are expected to offer CHOICE and CORE partnership appointments for families within the Scottish Government HEAT targets. CAMHS teams in NHS Greater Glasgow & Clyde offer generic Child & Adolescent Mental Health assessments, neuro-developmental assessments and expertise in ADHD, ASD, psychosis, eating disorders and other moderate to severe mental health disorders combined with a wide range of interventions including family therapy, psycho-dynamic psychotherapy, cognitive behavioural therapy, psychopharmacology interventions and parenting expertise. The majority of the team are or are expected to be care managers. Team meetings consist of weekly referral meetings and a regular Operational Management Group that consists of representatives from child & adolescent psychiatry, clinical psychology, nursing and allied health professionals meeting with the service and admin managers. This forum is the decision making group for the team. Undertaking audit and clinical research is encouraged. CAMHS teams also provide a consultation service to Social Work and other agencies. The post holder will be expected to participate in training of psychiatric trainees by becoming an Educational Supervisor when he/she obtains the necessary approval of the post graduate medical education training body. The postholder will be encouraged to develop placements for medical students in Renfrewshire CAMHS. Training and educational responsibilities of the appointee will be negotiated against available SPA time in job planning meetings. |
|  | NOTIONAL WEEKLY JOB PLAN |
|  | For full-time Consultants a split of 9:1 between Direct Clinical Care PAs and Supporting Professional Activity is now the advertised standard for all new Consultant job plans within NHS Greater Glasgow and Clyde. SPA time will reflect activity such as appraisals, PDP, revalidation, personal audit and professional development occurring outside study leave time. While the candidate will be appointed on a job plan pro rata as above more SPA time may be agreed as required. This will be agreed at initial job planning and reviewed as necessary depending on service need and clinical interest. Exact activities will be agreed between the post holder and the Medical and General Manager. 8 programmed activities are allocated to this post.  |
|  | INDICATIVE JOB PLAN TIMETABLE (Subject to agreement) |
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| **Indicative Job Plan** |
|  | **Monday** | **Tuesday** | **Wednesday** | **Thursday** | **Friday** |
| **AM** | DCC |  | DCC | DCC | DCC |
| **PM** | SPA |  | DCC | DCC | DCC |

 |
| 10. | CHILD & ADOLESCENT MENTAL HEALTH SERVICES IN NHS GREATER GLASGOW & CLYDE |
|  | Community Child & Adolescent Mental Health Teams – Tier 3Locality Child & Adolescent Mental Health services are provided from four settings within Glasgow and four settings in Clyde, North Glasgow (Woodside Health Centre), North West (West Centre - Drumchapel), East (Templeton Clinic) and South (New Gorbals Health & Care Centre – Gorbals). In Clyde there are 4 CAMHS teams based in Barrhead, Greenock, Renfrew and Vale Of Leven. These eight teams are multi-disciplinary teams offering provision at Tier 3 for children and young people under 18 years with moderate to severe mental health disorders.  |
|  | Tier 2 ServiceTier 2 provision is delivered in a multi-agency context with support from local CAMHS as required. |
|  | Paediatric Psychology ServiceThis service is provided by Clinical Psychologists and Assistant Clinical Psychologists to patients of all medical and surgical teams at the Royal Hospital for Children (The Children’s Hospital for Greater Glasgow and Clyde). Children, young people and their families are seen on both an inpatient and outpatient basis. A number of the hospital medical teams have dedicated links with Psychologists who work closely with the medical teams.  |
|  | Paediatric Neuropsychological ServicesChild Neuropsychologists are attached to the Fraser of Allander Unit. This is the Paediatric Neurology Service based in RHC. The Neuropsychologists provide specialist diagnostic assessment and treatment to patients attending the Fraser of Allander Unit who have cognitive, behavioural or educational difficulties in the context of actual or suspected neurological illness or injury. The service covers children from birth through to 16 years of age, although older adolescents are sometimes seen, if this is felt appropriate.  |
|  | Clinical Psychology – Maternity & NeonatologyClinical Psychology Services are also provided to parents whose pregnancy and/or birth is abnormal. The service is offered through ante-natal and post-natal referrals and for parents whose babies are admitted to the Special Care Baby Unit. There is also a psychological support service offered to parents whose children are followed up in the premature neo-natal outpatients service and long term follow up clinic.  |
|  | Tier 4 ServiceThe service model for Tier 4 CAMHS in NHSGGC is to create better developed pathways of care between Tier 3 and 4 teams to maintain specialism within Tier 4 teams but also providing capacity and support to undertake specialist work with more children and families being seen at Tier 3 level. This current service includes:-* Learning Disabilities (LD) – CAMHS
* Forensic CAMHS
* Complex Psychological Trauma
* Eating Disorders (CONNECT-ED)
* Paediatric Liaison Psychiatry Team.
* Intensive Community and Home-based Intensive Treatment Team
* Infant Mental Health Service
* National Child Inpatient Service – Ward 4 – RHC
* Regional Adolescent Inpatient Psychiatric Service – Skye House
 |
|  | Learning Disabilities (LD) – Child & Adolescent Mental Health Team (Tier 4)LD CAMHS is a multi disciplinary community based service working directly with children and young people who require Tier 4 intervention with families and carers and in consultation/joint working with other agencies. The team provides assessment and interventions to children and young people and advice to parents and other carers. A significant part of the work of the team is liaising and joint working with other agencies. |
|  | Forensic CAMHS (Tier 4)This is a multi disciplinary service including Child & Adolescent Psychiatry and Clinical Psychology. The patient group is children and adolescents involved in serious or persistent offending behaviour in conjunction with a co-morbid mental health disorder/illness and psychiatric input for children and young people in secure care who have complex mental health disorders. The team’s work involves risk assessment, risk management. Psychological and psychiatric interventions. The Forensic CAMHS team will see only those cases with the most complex pattern of offending behaviour and mental illness.  |
|  | Complex Trauma service (including children and young people who are looked after) (Tier 4) The team is developing a hub and spoke model and a decision will be made as to whether any child/young person is seen in Tier 3 or Tier 4. The Complex Trauma team will provide input to the most complex cases and will continue to provide a consultation and clinical service to the most complex clients. The team is multi-disciplinary and includes Clinical Psychology, Child Psychotherapy and Specialist Psychiatric Nurses.  |
|  | Eating Disorders (CONNECT-ED) (Tier 4)This is a Tier 4 team which provides support and advice to Tier 3 teams as well as offering family based therapy and individual therapy for cases referred by Tier 3 teams. They work in conjunction with Tier 3 teams with Tier 3 retaining care management. The team also provides teaching and training on eating disorders to child and adolescent mental health services in the West of Scotland. The team includes a Clinical Lead, (RMN), therapists trained in FBT in eating disorders and 2 CBT-ED Nurse Therapists. There is no psychiatrist within the team and this role would remain with the Community CAMHS Consultant. |
|  | Paediatric Liaison Psychiatry Team (Tier 3 & 4)This team provides assessment and treatment of complex psychiatric conditions related to physical illness, neuropsychiatric disorders, complex pain disorders and self injury. Joint clinics are held with a number of paediatric teams including Neurology and Cystic Fibrosis. The team provides consultation and training to paediatric staff and liaises with both inpatient services and other community CAMHS teams. The team will undertake both unscheduled care and scheduled care work with children and young people with serious psychiatric disorders alongside physical health disorders. The team may undertake therapeutic work or transfer the family to other mental health teams, as felt appropriate and in consultation with the other teams. The Paediatric Liaison Psychiatry team are a small multi-disciplinary team including Child & Adolescent Psychiatry, Clinical Psychology and Specialist Nurses.  |
| l. | Intensive Community and Home-Based Care Team – West Glasgow ACHThe Home Intensive Treatment Team is a nursing team who provide intensive home-based support to children and young people at risk of admission to inpatient care or to facilitate discharge home. This team also provides support to children and young people who require support from the team at presentation at hospital Emergency Departments across 7 days a week. This team is predominantly a nursing team but has input from a Consultant Clinical Psychologist. |
| m. | National Child Inpatient Service – Ward 4 – RHC (Tier 4)The children’s inpatient psychiatric service is situated in Ward 4 in the Royal Hospital for Children. This is the only 7 day inpatient facility in Scotland for children under 12. Funding is via the National Services Division of the Scottish Health Department. The unit has six beds. The unit is responsible for the assessment and treatment of children with severe and complex mental health and neuro-developmental problems. The inpatient programme is timetabled to include allocated sessions for assessment and therapies which include CBT, structured and unstructured play therapy, educational and creative therapies. Therapeutic plans are reviewed at weekly team meetings and, in addition, there are daily reviews of the child’s progress. There is careful discharge planning with the community Child & Adolescent Mental Health Team, who have made the referral. |
| n. | Adolescent Inpatient Psychiatric Service (Skye House – Stobhill Hospital) (Tier 4)Skye House provides inpatient provision for adolescents from West of Scotland Health Boards. Skye House is situated in Stobhill Hospital in the North of Glasgow. The team comprises a medical team of 2.4 WTE Consultant Child & Adolescent Psychiatrists, and 3 Speciality Doctors together with Clinical Psychology, Family Therapy, Occupational Therapy and Specialist Inpatient Nurses. They provide assessment and ongoing management of complex psychiatric problems in young people up to 18 years who have been referred from the West Of Scotland. Glasgow City Council Hospital Education service provides schooling based within the service. The service offers a wide variety of inpatient assessment and treatment, similar to the Child Inpatient Psychiatry Service, and provides review on a daily and weekly basis with multi disciplinary reviews with the referrer every 4 – 6 weeks. Ongoing regular communication and detailed discharge planning with the community CAMHS Team involved ensures seamless care for the young people.  |
| o. | Child & Adolescent Psychiatric Academic Team – University Of Glasgow This department has research interests in both children and adolescents with Reactive Attachment Disorders and Autistic Spectrum Disorders. Medical staffing includes Professor Christopher Gilberg (Chair of Child and Adolescent Psychiatry) and Professor Helen Minnis (Professor of Child & Adolescent Psychiatry).The academic department provides input to the undergraduate medical curriculum at the University Of Glasgow. The undergraduate curriculum is based on the principles of self directed problem-based learning. Consultants in NHSGGC are encouraged to participate in medical student teaching and may be able to apply for honorary clinical senior lecturer status.The academic department is part of the Health & Community division which includes the Department of Psychological Medicine, Public Health and General Practice Forensic Medicine.  |
| p. | Community Paediatric Services In Greater Glasgow & ClydeAcross NHSGGC Community Paediatric Services are generally centred alongside community CAMHS teams. These clinics are staffed by a multi disciplinary group of professionals including Consultants in Community Paediatrics and Allied Health Professional Groups (Speech & Language Therapy, Occupational Therapy, Physiotherapists and Specialist Health Visitors). There are close links between Community Paediatrics and CAMHS. |
| q. | Acute PaediatricsThe Royal Hospital for Children has been built on the site of the Southern General Hospital in Govan. This hospital caters for children and young people up to 16 years of age. RHC provides paediatric secondary care for children and young people resident within Greater Glasgow but is also the referral centre for children from the West of Scotland with some specialities for the whole of Scotland. All paediatric medical and surgical sub-specialities are represented. |
| 11. | RESPONSIBILITIES OF THE POST  |
|  | Clinical ResponsibilitiesThe Consultant Child & Adolescent Psychiatrist will provide as required psychiatric assessments of patients referred to the team as agreed with members of the multi-disciplinary team. The Consultant Psychiatrist is expected to be care manager for a small number of cases for which they will have clinical responsibility. They will provide specific psychiatric interventions for cases held by other members of the team. The post holder will also be expected to take part in multi-disciplinary discussions about cases and to take part in multi-agency case consultations as required. The post holder will share with the other Consultants in CAMHS emergency psychiatric care for children and young people to ensure that there is reasonable psychiatric cover at all times. This cover system is part of psychiatric day time rota arrangements in NHS Greater Glasgow & Clyde.  |
|  | Management ResponsibilitiesThere are no specific managerial responsibilities but it is expected, that in time, the post holder will share some operational responsibilities for the services in East Renfrewshire. Clinical leadership responsibilities are a core part of the Consultant Child & Adolescent Psychiatrist role. |
|  | Education and TrainingThe post holder will be expected to become involved, when considered appropriate, in the teaching of junior doctors and trainees in other disciplines, as well as sharing the task of teaching undergraduate medical students with the other Consultant Psychiatrists.  |
|  | ResearchAll Consultants are expected to be interested in research and involvement is encouraged. There is a keenness and enthusiasm to develop this part of activity in the teams and any research interests and activities can be discussed and agreed at individual job planning meetings. There is a CAMHS Research & Evaluation Group in place within Specialist Children’s Services which meets regularly. |
|  | Continued Professional Development (CPD)There is an active CPD programme organised by the Consultants in Child & Adolescent Psychiatry in NHS Greater Glasgow & Clyde which meets once a month. In addition, there are a number of other multi-disciplinary CPD activities occurring within NHSGGC and the West Of Scotland Managed Clinical Network. There is a Child & Adolescent psychopharmacology interest group which operates across the West Of Scotland. |
|  | On Call Responsibilities & TeamThe teams operate a duty system with clinicians available each day to deal with emergency cases. If the locality Child & Adolescent Psychiatrist is not available to provide emergency input, Consultants in other local teams provide support through a day time emergency rota. The post holder will be expected to participate in this rota  |
|  | Out Of Hours On CallThe post holder will be expected to participate in the Out Of Hours Child & Adolescent Psychiatry On Call rota for NHS Greater Glasgow and Clyde. Currently the Out Of Hours service is provided by three levels of Doctors and an Unscheduled Care CAMHS nursing team. First level input is provided by junior Doctors at the core base Adult Psychiatric Hospital if required after assessment by a CAMHS nurse. Second level cover is provided by Higher Trainees in Child & Adolescent Psychiatry. The third level cover is provided by Consultants in Child & Adolescent Psychiatry. There is a CAMHS-specific bed manager for NHS Greater Glasgow & Clyde. The frequency of Out Of Hours On Call is 1 in 16 on a pro rata basis. |
| 12 | MANAGEMENT STRUCTURES |
|  | The post holder will become a member of the NHS Greater Glasgow and Clyde Division of Child & Adolescent Psychiatry. The Division provides advice to the senior management team of Specialist Children’s Services in NHS Greater Glasgow and Clyde, local Health and Social Care Partnerships, the Health Board and various external bodies. Dr Fiona Mitchell, Consultant Child and Adolescent Psychiatrist, is current chair of the Division of Child and Adolescent Psychiatry in NHS Greater Glasgow and Clyde.The post holder will be accountable to the Chief Officer responsible for Specialist Children’s Services via the SCS Head of Service, Karen Lamb, and to the Clinical Director of CAMHS, Dr Helen Tindle. The Clinical Director is supported by one Lead Psychiatrist at present. The Lead Psychiatrist is accountable to the Clinical Director.A formal job plan will be agreed between the appointee, Clinical Director of CAMHS and\or the Lead Consultant on behalf of the service and medical management structures within NHS Greater Glasgow and Clyde. The job plan will be based on the provisional timetable, as described in this job description. This will be reviewed following the participation of the Consultant in appraisal/revalidation or within 3 months of the appointment at the request of the Consultant appointee.The job plan will be a prospective agreement setting out the Consultants duties, responsibilities and objectives. It will cover all aspects of a Consultant’s professional practice including clinical work, teaching, research and managerial responsibilities. It will include personal objectives including details of the link to wider service objectives and details of the support required by the Consultant to fulfil the job plan and objectives.  |
| 13. | HR/People and Change team |
|  | HR Support for medical staff in CAMHS is provided by the East Dunbartonshire People and Change team. Transport LinksGlasgow and Renfrew are well-served with transport links, with large centralised train stations in Glasgow Central, Glasgow Queen Street and Paisley.  Several bus service providers operate in the city and Glasgow Airport is less than an hour from the city centre. Further information can be found at the Strathclyde Partnership for Transport website, which has a useful section on travelling to NHS sites within the city on http://www.spt.co.uk/healthaccess/ Scotland-wide public transport information is available from Traveline Scotland. Their telephone service is available by calling 08771 200 22 33 and you can plan journeys online through the Traveline Scotland website at http://www.travelinescotland.com/welcome.do  |

**Person Specification:**

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| **Attributes** | **Essential** | **Desirable** |
| **Qualifications** | MRC Psych or equivalent. Full Registration with the GMC and a licence to practice. | Additional Higher Degree. |
| **Training** | Completion of Higher Training in Child and Adolescent Psychiatry and inclusion on the GMC Specialist Registrar or within six months of CCT or has completed CESR (Child and Adolescent Psychiatry) at interview.Eligible for or in receipt of approval under Section 22 of the Mental Health (Care and Treatment) (Scotland) Act 2003. |  |
| **Research** | Achieved Royal College of Psychiatrists Child and Adolescent Psychiatry Curricular Competencies in Research. | Current participation in research. |
| **Clinical Governance** | Experience of audit and relevant clinical governance activity. | Current participation in clinical audit. |
| **Publications** |  | In peer review journals. |
| **Experience** | Work experience in Community CAMHS and/or Inpatient Child or Adolescent Psychiatry Services. | Experience in Paediatrics, General Practice or other medical specialty, Learning Disability or Forensic Psychiatry experience. |
| **Knowledge and Skills** | Excellent knowledge and understanding of Child and Adolescent Mental Health including psychopharmacology. Knowledge of the law as it applies to children. Specific therapeutic skills. Demonstrable skill in multi disciplinary team working. | Expertise in one therapeutic modality. Expertise in Family Therapy. Knowledge of court and tribunal work with children and adolescents. |
| **Disposition** | Calm and confident individual able to support team colleagues with a commitment to high quality patient care, team working and service development and improvement. Capacity to work calmly under pressure and ability to prioritise work with good decision making during crises.Excellent timekeeping.Reflective approach to clinical work.Flexibility.Excellent communicator. |  |
| **Other** |  | Full driving licence |

**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***

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*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.  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:- £96,963 - £128,841 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**  | **Part-Time – 32 hours** |
| **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/**