

Delivering care through collaboration

**NHS Golden Jubilee**

Beardmore Street, Clydebank G81 4HX

Telephone: 0141 951 5000

[www.nhsgoldenjubilee.co.uk](http://www.nhsgoldenjubilee.co.uk)



Chair: Susan Douglas-Scott CBE

Chief Executive: Gordon James

Recruitment line: 0800 0283 666

Dear Candidate,

<b>POST:</b>	<b>Clinical Fellow in Cardiac or Thoracic Surgery</b>
<b>HOURS:</b>	<b>40 per week</b>
<b>SALARY:</b>	<b>£40,995 to £64,461</b>
<b>CLOSING DATE:</b>	<b>5 June 2024</b>
<b>INTERVIEW DATE:</b>	<b>17 June 2024</b>

NHS Golden Jubilee welcomes your enquiry in connection with the above post. Please find enclosed an information pack.

Should you wish to submit an application for the above post, please ensure you do so in advance of the closing date. Late applications will not be forwarded for short listing.

When providing referees on the application form, please be aware that we require a minimum of two references to cover at least **two years** of previous employment/training history. If there is insufficient space on the application form to list all of your referees, please provide on an additional page. Where possible, please provide us with e-mail addresses for contact. Additionally, you should note that as part of the pre-employment checks a PVG or Disclosure Scotland check will be completed. **It is an offence for barred individuals to apply for regulated work.**

Should you contact the recruitment team to discuss any queries regarding your application it is advisable that you retain the job reference number as you will be asked to quote this when you call.

In the meantime, I wish you success with your application and should you require any further information please do not hesitate to contact the recruitment team on the contact telephone number shown above.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'G Swinyard', written over a light blue horizontal line.

Gabriella Swinyard  
Senior Recruitment Advisor

## NHS Golden Jubilee

### General Information for Candidates

- This information package has been compiled to provide prospective candidates with details of the post and background information about NHS Golden Jubilee.
- The contents of this package are as follows:
  - Job Description/Person Specification
  - Terms and Conditions of Service
  - Information on Agenda for Change
- The Equal Opportunities Monitoring form which you will be requested to complete via our electronic application system is required for monitoring purposes only and will not be made available to the interview panel during any part of the recruitment process.
- NHS Golden Jubilee operates a No Smoking Policy on all Premises and Grounds and in shared vehicles.
- All offers of employment will be subject to the receipt of two year's satisfactory References, Occupational Health screening and Disclosure Scotland clearance. Please note that it is an offence under the act for barred individuals to apply for regulated work.
- Please submit your completed application through the Jobtrain Recruitment System.
- The shortlisting process will take place shortly after the closing date.
- As a Disability Confident Leader we recognise the contribution that 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 person specification will be guaranteed an interview.
- We are committed to ensuring our recruitment process is inclusive and accessible to all. If you have a disability or long-term health condition (for example: dyslexia, anxiety, autism, a mobility condition or sensory impairment) and need us to make any adjustments, changes or do anything differently during the recruitment process, please let us know by contacting our recruitment team at the earliest opportunity.

Email us at [recruitment@gjnh.scot.nhs.uk](mailto:recruitment@gjnh.scot.nhs.uk)

#### How we can help you

Below are some examples of how we can support potential new employees through the recruitment and interview process:

- Where a post closes earlier than the originally published deadline, granting an extension for application submission up to the normal application deadline.
- Holding interviews specific to individual circumstances, e.g. arranging alternative formats and locations for interview where appropriate – such as via a video call.

- We can offer a named contact person for reasonable adjustments and a dedicated email contact.

If you would like to discuss accessibility adaptations for the recruitment application process and interview we are happy to discuss what support you require.

**Please note:** requests should be made at the earliest opportunity to ensure tailored support can be provided.

- The organisation has introduced a set of shared values. These values will be measured during our Values Based Competency Interview. Our values are:
  - Valuing dignity and respect
  - A “can do” attitude
  - Leading commitment to quality
  - Understanding our responsibilities
  - Effectively working together

	<b>Essential</b>	<b>Desirable</b>
Qualifications/Training	<ul style="list-style-type: none"> <li>• MBCHB or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• MRCS or equivalent</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Previous Internal Medicine or Surgery</li> <li>• General cardiothoracic (cardiac /thoracic) experience.</li> <li>• Experience in intensive care</li> </ul>	
Skills/Knowledge	<ul style="list-style-type: none"> <li>• Excellent knowledge of written and spoken English.</li> <li>• Evidence of excellent communication &amp; team working skills.</li> </ul>	
Additional job requirements e.g. car driver, unsocial hours		<ul style="list-style-type: none"> <li>• Commitment for clinical research / Evidence of completed research</li> <li>• Evidence of involvement in audit</li> </ul>
Any other additional information	<ul style="list-style-type: none"> <li>• Full registration with GMC</li> </ul>	

**GOLDEN JUBILEE UNIVERSITY NATIONAL HOSPITAL**

**JOB DESCRIPTION**

**1. JOB IDENTIFICATION**

**Job Title:** Clinical Fellow in Cardiac and Thoracic Surgery

**Department(s):** Cardiothoracic Surgery

**Introduction**

The Golden Jubilee University National Hospital (GJUNH), which is part of NHS Scotland, has 300 beds, all wards having single or two bedded rooms with ensuite facilities. The estate is one of a high specification with a four star hotel and conference centre as an integral unit alongside the hospital. This has provided a very pleasing and attractive working environment for staff and a desirable patient experience. The main clinical services provided are heart and lung, elective major orthopaedics, general surgery & endoscopy, ophthalmology and imaging.

**Location**

The GJUNH is a state of the art tertiary referral centre on the banks of the River Clyde adjacent to the Erskine Bridge, in close proximity to Glasgow International Airport and within 30 minutes of the centre of Glasgow by road and rail links. A direct overnight sleeper rail service to Euston, London is available at the local station (15 minute walk from the hospital). It is effectively situated west of Glasgow City and is minutes away from the countryside of the West of Scotland and Loch Lomond.

Glasgow and the immediate surroundings have a population of around 1.7 million. It is the largest city in and the commercial capital of Scotland. The city has a vibrant cultural life, with municipal art galleries and museums, first class sports and leisure facilities, a wide range of theatres and restaurants, excellent shopping and is only 45 miles from Edinburgh.

**The role**

The clinical fellow role is designed for a doctor who has completed at least basic surgical training (foundation or equivalent, and ~2 years of surgical training), and has a career ambition in cardiothoracic surgery. Depending on previous experience and aptitude it may suit doctors aiming for:

- Achieving a national training number (NTNs) in cardiothoracic surgery – it should be noted that UK NTNs are highly competitive
- Submitting an application for article 14 (Certificate of Eligibility for Specialist Registration - CESR)
- A substantive role as a specialist doctor in cardiothoracic surgery
- Gaining additional clinical experience before returning to another country
- Would like to engage in research activities

## **2. JOB PURPOSE**

The duties will involve the care of patients treated within the cardiothoracic service to ensure a smooth patient-centred journey with low mortality and morbidity. The appointees will share responsibility with other team members for pre-operative assessment, preparation, surgical care and post operative care of all cardiothoracic surgery patients. This includes attendance at outpatient clinics, ward rounds and elective and emergency operating sessions. The post holder will participate in the senior one in ten cardiothoracic full shift rota (with prospective cover).

## **3. ORGANISATIONAL POSITION**

The post holders will be clinically supervised by the consultant whose patients they are managing. Managerially, they will be responsible to the Clinical Director for Cardiothoracic Surgery and to the Associate Medical Director for the Heart, Lung & Diagnostics Division. Each post holder will also be assigned a named Educational Supervisor who will oversee the structure of their educational needs and experience.

## **4. SCOPE AND RANGE**

Our team of cardiothoracic surgeons undertake a wide range of cardiothoracic surgical procedures including approximately 1300 open heart procedures and 600 major thoracic procedures each year. The unit undertakes heart transplantation and mechanical circulatory support, as the home of the Scottish National Advanced Heart Failure service. The Scottish Adult Congenital Cardiac Service is also based at GJUNH. Possession of the MRCS or equivalent and experience in cardiothoracic surgery is desirable.

In the Heart and Lung Centre there are 4 dedicated cardiac theatres and 2 dedicated thoracic theatres (one with a dedicated thoracic Da Vinci X robot). There are two intensive care units with a total of 19 beds, 16 high dependency beds in two separate units and 73 ward beds. The wards consist of single rooms with en-suite facilities and telemetry for the cardiac areas. The operating theatres and critical care areas are co-located, lying adjacent on the same floor. The National Services ward has a dedicated screening room for right heart catheterisation and endomyocardial biopsies.

## **5. MAIN DUTIES/RESPONSIBILITIES**

The main responsibilities of the post are mainly, but not exclusively:

- Pre-operative assessment and preparation of patients undergoing cardiac & thoracic surgery. This will be at the outpatient clinic as well as on the admission ward.
- Assisting the consultants and operating surgeons in the operating theatre. Performance of operative procedures under supervision as appropriate.

- Postoperative care of the patient undergoing cardiac & thoracic surgery in the intensive care unit, high dependency unit and the ward.
- Post operative follow-up of patients in the outpatient clinic.
- The careful and timely recording of clinical data both written and electronic as outlined in the principles of Good Medical Practice described by the GMC.
- Participate in postgraduate education activities.
- Participate in out of hours on call rota, dealing with all aspects of cardiothoracic emergencies and urgent cases

A typical daytime working week is shown in the table below:

	Mon	Tue	Wed	Thu	Fri
<b>AM</b>	Ward/HDU/ICU	Theatre	Development	Ward/HDU/ICU	Theatre
<b>PM</b>	Ward/HDU/ICU	Theatre	Development	OP	Theatre

Each fellow will do the following blocks. This may change depending on other rota commitments/leave

- A set of 4 weekday nights
- A set of 4 weekday long days
- A set of weekend nights
- A set of weekend long days

Development time can be used for a variety of activities and these should be agreed at appointment:

- Additional specific clinical experience eg theatre (no more than two theatre days per week total can be accommodated).
- Research and/or audit – pursuit of an MD may be feasible, but should be discussed in advance. Using this post while seeking grant-funding for a fully funded research post is also appropriate.
- Medical education – eg an MSc in Medical Education combined with formal teaching
- Leadership – eg an MSc in leadership.
- Other activities will be considered (eg medical informatics) but must credibly enhance the fellow's career progression.

Significant outputs are expected from development time (eg publications, formal qualifications). Progress will be monitored at least annually, and development sessions may be reallocated if progress is not achieved. Funding is available to partly support postgraduate degrees.

Fellows will have an educational supervisor allocated who will discuss their career aspirations with them and provide advice. The ES will also supervise progress with development activities. Annually, there will be a review of overall performance by two consultants, with a written output. This is based on the Deanery Annual Review of Competence Progression, but has no formal status within the UK system. Nevertheless, we believe it is a useful approach to review past training and guide the next year.

**Surgeons:**

- Cardiac: Nawwar Al-Attar (Research Lead, Cardiac)  
Rashmi Birla (Quality Improvement Lead, Cardiac)  
Zahid Mahmood (Educational Governance Lead, Cardiac)  
Kasra Shaikhrezai (Mitral Lead)  
Fraser WH Sutherland (Aortovascular Lead)
- Cardiac Transplant: Phil Curry (Deputy Clinical Director, Cardiac)  
Hari Doshi (Audit Lead, Cardiac)  
Simon Messer (Research, Transplant/NORS)  
Suku Nair (Clinical Governance Lead, Cardiac)  
Prashant Mohite (Retrieval)
- Thoracic: Mo Asif (Audit Lead, Thoracic)  
Rocco Bilancia (Quality Improvement Lead, Thoracic)  
Alan JB Kirk (Clinical Director, Cardiothoracic, DME)  
Nikos Kostoulas (Educational Governance Lead, Thoracic)  
Mathew Thomas  
Jennifer Whiteley
- Congenital: Prof Mark Danton  
Chuck Maclean  
Ed Peng
- Specialty Doctors: Alan Coulson (HDU)  
Rohith Govindraj (Thoracic)  
Osama Rashwan (Cardiac)  
Hazim Al-Haideri (Transplant/NORS)  
Yasser Hegazy (Transplant/NORS)  
Karim Morcos (Transplant/NORS)  
David Varghese (Transplant/NORS)

**Junior Medical Staff:**

10 “senior” registrars or equivalent – contributing to the “senior” cardiothoracic full shift rota  
4 Core Surgical Trainees and 2 FY2 doctors – contributing to the 1:12 hospital at night rota  
1 FY1 doctor attached to the thoracic team

These rotas will be populated by successful applicants and will be allocated to a rota at the discretion of the Clinical Director on the basis of applicant experience and unit need.

In addition: 14.5 wte Nurse Practitioners support the service and the junior doctor team in the ward, clinic and HDU. There are 3 Surgical Care Practitioners working within the service.

## **6. SYSTEMS AND EQUIPMENT**

Familiarity with hospital IT systems including SCI Store, PACS, Medcon, CaTHi and the Clinical Information System.

Competence with general software eg Microsoft Word, Excel and PowerPoint is expected.

## **7. DECISIONS AND JUDGEMENTS**

Although the post holders will be first-on for the ward areas out of hours, the unit is a consultant-led service with excellent and immediate support from senior trainees and consultants. The ICU operates a model of shared care between the surgeons and the intensivists and there is also a middle grade anaesthetist on-call and onsite at all times.

## **8. COMMUNICATIONS AND RELATIONSHIPS**

The post holder will have to communicate with both junior and senior medical colleagues, with ward and intensive care nurses and with nurse practitioners in addition to other AHPs. The continuing responsibilities for post-operative care will involve frequent interaction with patients and patients' relatives.

There will be opportunities to make presentations and to be involved in teaching. The unit has a strong tradition in audit and projects are actively encouraged.

## **9. PHYSICAL DEMANDS OF THE JOB**

Routine ward rounds and handovers commence at 08:00 daily. Day shift ends at 18:00. All applicants are expected to take part on a shared long day (0800-2000) and night shift (2000-0800) on an equal basis.

## **10. MOST CHALLENGING/DIFFICULT PARTS OF THE JOB**

Getting the balance between managing critically ill patients appropriately in a high risk environment and referring problems to senior colleagues. Equally balancing the desire for training and the needs of service provision is challenging.

## **11. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB**

- All applicants must have full registration with the General Medical Council.

- Applicants should hold the MRCS or equivalent and ideally should have experience in cardiothoracic surgery. Experience in intensive care and high dependency management is required.
- Applicants must have completed second year Foundation competencies
- The centre runs regular teaching activities each week and training will be given as required. There is a permanent wet lab facility which the trainees are encouraged to use for self-directed training.
- Courses are available locally and study leave will be as laid down in the terms and conditions of service.
- The post holder will be required to adhere to all GJUNH policies, procedures and regulations.

## 12. Terms and Conditions of Service

This post is covered by the Terms and Conditions of Hospital Medical and Dental Staff and Doctors and Dentists in Public Health Medicine and the Community Health Services (Scotland) Terms and Conditions of Service”

Salary Scale: As per national rates (Speciality Registrar (Full) pay scale).

Fellows will have access to study leave (up to 10 days per year) and a study leave budget equivalent to specialty registrars (currently £750 per annum).

## 13. JOB DESCRIPTION AGREEMENT

**Job Holder’s Signature:**

**Date:**

**General Manager / Director Signature:**

**Date:**

## Informal enquiries

In the first instance please contact:

Mr Kasra Shaikhrezai (Clinical Director – Cardiac)  
 Mr Zahid Mahmood (Cardiac Consultant Surgeon) or  
 Mr Nikos Kostoulas (Consultant Thoracic Surgeon),

West of Scotland Regional Heart & Lung Centre  
Golden Jubilee University National Hospital  
Agamemnon Street  
Clydebank  
G81 4HX

[Kasra.shaikhrezai@gjnh.scot.nhs.uk](mailto:Kasra.shaikhrezai@gjnh.scot.nhs.uk)

[Zahid.mahmood@gjnh.scot.nhs.uk](mailto:Zahid.mahmood@gjnh.scot.nhs.uk)

[Nikos.kostoulas@gjnh.scot.nhs.uk](mailto:Nikos.kostoulas@gjnh.scot.nhs.uk)