

MEDICAL and DENTAL CANDIDATE INFORMATION PACK

Care & Compassion	Dignity & Respect	Openness, Honesty & Responsibility	Quality &Teamwork
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Thank you for your interest in applying to [NHS Greater Glasgow and Clyde!](#)

Please read this guidance carefully before you begin your application

Contents

- About the post
- The Hospitals and the Department/Specialty – Facilities, Resources and Activity, & Staffing Structure
- Job Description, Job Plan, and Person Specification
- Making your Application
- Living and Working in the Greater Glasgow and Clyde area

Job Title: Consultant Clinical Oncologist in Colorectal Cancers

Department: Specialist Oncology Services

Location: Beatson West of Scotland Cancer Centre

Type of contract: Permanent

Grade and Salary: Consultant

Working Hours: Part time, 36/week

Interview Date: To be confirmed or available on the Advert text

For the **Terms and Conditions of Service**: please refer to the **Supporting information (Medical and Dental)** document

Canvassing in connection with appointments is not permitted but this does not debar candidates who wish to visit the department/hospital(s) concerned. Details of Arrangements for Applicants to Visit the Department/Hospital(s) or to discuss the post(s). In the first instance, please contact:

Name	Job title	Email	Telephone
Dr Ioanna Nixon	Clinical Director	ioanna.nixon.@ggc.scot.nhs.uk	44 (0) 301 7076

For further information regarding NHS Greater Glasgow and Clyde and its hospitals, please visit our website <https://www.nhsggc.scot/>

THE HOSPITALS AND THE DEPARTMENT/SPECIALTY – FACILITIES, RESOURCES AND ACTIVITY & STAFFING STRUCTURE

Description of the Beatson West of Scotland Cancer Centre

The Beatson West of Scotland Cancer Centre (BWoSCC) is Scotland's largest cancer centre, and the largest in the UK based on activity. The centre has undergone unprecedented capital and resource investment and our clinical teams are redesigning the way oncology services are delivered to a population of 2.9m people across four Health Board areas. It offers our team of professionals a truly state-of-the-art environment in which to practise and develop their skills.

An internationally-renowned teaching centre, the Cancer Centre incorporates the academic units of Medical Oncology, Radiation Oncology, Translational Research and Palliative Care. Glasgow is a large, lively and friendly city and a great place to make a home. The schools are excellent and many are local to the cancer centre. In addition it has excellent transport links to other parts of Scotland, the UK and beyond. The city was host to the Commonwealth Games in summer 2014.

2. Role of the Cancer Centre

The role of the Cancer Centre is to deliver all non-surgical oncology services for residents of the West of Scotland on the basis that:

- services meet equitably the assessed needs of the population served
- a high quality service, integrated within the Cancer Centre and also with other cancer care providers, is provided
- services provided compare favourably with those elsewhere in the UK and there is continual focus on improving care and treatment for patients
- expenditure represents value for money
- staff are valued and encouraged to maintain high standards of patient care through, for example, access to continuing professional development

- clinical outcomes are monitored and are discussed in the context of clinical audit and clinical governance
- research and development are encouraged

3. The Work of the Cancer Centre

The Beatson West of Scotland Cancer Centre provides specialist oncology services to 60% of the Scottish population. The centre sees over 10,000 new patients a year and over 70,000 return patients. Over 100,000 fractions of radiotherapy and 28,000 cycles of chemotherapy are given each year in the centre alone. The clinical teams also deliver medical cancer treatments in 13 local hospitals in partnership with local specialist cancer teams. The centre employs over 800 staff including 75 consultants in oncology and haematology. The annual budget of Specialist Oncology Services is over £100m.

The centre has 122 beds in 6 wards (1 Ward of 19 beds is for haemato-oncology). One of these wards runs as an 8 bedded Brachytherapy Unit. There is also a large and busy Day Case Chemotherapy Unit comprising 48 treatment stations. The centre has a self contained Acute Oncology Assessment Unit staffed by Advanced Nurse Practitioners which provides unscheduled care for cancer patients on treatment. The centre has its own out-patient department and a large aseptic facility for cytotoxic reconstitution. The unit has an accredited gene therapy aseptic facility. Up to 10 appropriate patients are accommodated in a local hotel while they undergo radiotherapy.

The Beatson West of Scotland Cancer Centre (BWoSCC) is superbly equipped with 11 linear accelerators, all of which incorporate facilities for VMAT and on-board imaging (OBI). We continue to install state-of-the-art Varian TrueBeam™ units through the Capital Equipment Replacement Programme (CERP) utilising Scottish Government funded ring fenced monies. These facilities have allowed a dynamic, “can-do” approach to the development of new treatment techniques. The centre has launched high intensity mode (24 Gy/min) VMAT for stereotactic intracranial radiosurgery and for lung stereotactic ablative radiotherapy (SABR), both firsts for the UK. In addition, VMAT has become a well established routine treatment for all radical head and neck, brain, Gynaecological, Anal cancers and prostate tumours.

VMAT has become the treatment of choice at the centre for most radical radiotherapy treatments. We are the only centre in UK offering Pelvic SABR for Gynaecologic cancer. There are exciting programmes underway to continue to develop the technique for liver and spine. We are about to start a programme for SABR for Oligometastatic disease.

Supporting these developments is an expanding IGRT programme with facilities for CBCT, 4DCT, on-site MRI and PET/CT. 4DCT imaging is offered routinely for lung,

and, driven by local clinical interest, will shortly be introduced for pancreas and breast. Imaging is supported by 3 CT Simulators. On treatment verification for several sites is in the form of either daily or weekly CBCT.

A satellite unit opened in November 2015 at the Lanarkshire Beatson site. This facility augments our radiotherapy capacity with 2 further TrueBeam LINACS with full planning and mould room capability. The Lanarkshire Beatson is located 20 miles to the east of the parent centre.

The centre has a generously equipped brachytherapy facility with dedicated theatre and 2 HDR treatment units. On-site MRI is used to facilitate imaged-guided brachytherapy for cervix. There is an established LDR seed programme for prostate.

There is excellent access to CT, CT-PET and MRI scanning facilities for radiation planning, both in the Cancer Centre and in the adjacent West of Scotland Pet Centre. A second CT-PET scanner was installed in June 2011. There is a national PACS system for Scotland making access to imaging seamless. There is excellent co-operation with the Regional Department of Clinical Physics and Bio-Engineering whose headquarters are at the Western Infirmary. The Radiotherapy Division is based in the Cancer Centre. A large program of research and development in radiation physics has been developed, including research fellows and research physicists. The Radiotherapy Research Group and its program are led by Professor Anthony Chalmers.

National services at the Cancer Centre include sarcoma, prostate brachytherapy and ophthalmic oncology. The Cancer Centre offers the full range of evidence-based regional oncology services including CHART radiotherapy for lung cancer.

The Beatson West of Scotland Cancer Centre (BWoSCC) and NHS Greater Glasgow & Clyde are partners with the Institute of Cancer Sciences, University of Glasgow, and the CR-UK Beatson Institute, Glasgow, as part of the CR-UK Glasgow Centre. The Institute of Cancer Sciences within the College of Medical, Veterinary, and Life Sciences, University of Glasgow has clinical Professors of Clinical Oncology, Translational Cancer Research, Clinical Cancer Research, and Translational Haematology currently in post, all of whom have clinical sessions at the Beatson West of Scotland Cancer Centre. Professor Owen Sansom directs the laboratories at the internationally renowned CR-UK Beatson Institute located 3 miles from the Beatson West of Scotland Cancer Centre. This collaboration within the CR-UK Centre offers an unrivalled opportunity and environment for collaboration in basic and translational cancer research including in cancer genomics, radiotherapy research, precision medicine, and early and late phase clinical trials.

The BWoSCC houses one of the CR-UK cancer Clinical Trials Units (CTU) and the Glasgow Experimental Cancer Medicine Centre (ECMC). The research facilities at the Beatson West of Scotland Cancer Centre, including the CTU and the ECMC with its dedicated Clinical Research Unit, can facilitate the coordination of early phase and late phase trials in most tumour types in solid tumour oncology and in haemato-oncology, including large, multi-centre trials (EORTC, MRC, CR-UK), translational trials (with an investigational medicinal product) and has a strong portfolio of industry-sponsored studies. The Stratified Medicine Scotland Innovation Centre, the MRC

Molecular Pathology Node, and the Imaging Centre of Excellence at the Queen Elizabeth University Hospital, Glasgow, provide further outstanding facilities to support translational and clinical research

Clinics are held in eight hospitals within NHS Greater Glasgow & Clyde and in seven in other board areas. Chemotherapy is prescribed and delivered in nine hospitals out with the city of Glasgow.

In 2013 the centre opened a new Acute Oncology Assessment Unit to provide on site specialist triage and assessment of cancer patients with unscheduled needs. This unit is staffed by 2 Advanced Nurse Practitioners and 4 senior triage nurses 8-8pm Monday to Friday. In May 2015 we opened a 4 bed High Acuity Unit staffed by Critical Care nurses who also facilitate an outreach service throughout the centre for medically deteriorating patients.

3. The Job Itself

(a) Title: **Consultant Clinical Oncologist**

NHS Greater Glasgow & Clyde is the employing authority.

The Names of current consultant members of the Service are:

Clinical Oncology

Dr Allan James (Radiotherapy Lead)

Dr Carrie Featherstone

Dr David Dodds

Dr Helena Belikova

Professor Anthony Chalmers

Dr Fiona Cowie

Dr Ioanna Nixon (Clinical Director)

Dr Rosemary Stevens

Dr Kathryn Graham

Dr Abdulla Alhasso

Dr David McIntosh

Dr Vivienne MacLaren

Dr Rosie Harrand

Dr Ben Fulton

Dr Norma Sidek

Dr Brian Clark

Dr Noelle O'Rourke

Dr Ross Carruthers

Dr Tareq Abdullah

Dr Ashleigh Kerr

Dr Saurabh Vohra

Dr Stefano Schipani

Prof Nick Reed

Dr Claire Paterson

Dr Nazia Mohammed

Dr Azmat Sadozye

Dr Jonathan Hicks

Dr Christina Wilson

Dr Amy Martin

Dr Graeme Lumsden

Dr Grainne Dunn

Dr Carolynn Lamb

Dr Derek Grose

Dr Nick MacLeod

Dr Stefan Nowicki

Dr Stephen McKay

Dr Iffat Rabnawaz

Medical Oncology

Dr Hilary Glen

Dr Ros Glasspool

Prof Rob Jones

Dr Leena Mukherjee

Dr Jennifer Brown

Prof T R Jeff Evans

Dr Iain MacPherson
Dr Sophie Barrett)
Dr Lucy Scott
Dr Nicola Steele
Dr Janet Graham
Dr Balaji Venugopal
Dr Anne McKillop
Dr Chiara Braconi
Dr Fieke Froeling
Dr Manreet Randhawa
Dr Barbara Stanley

Dr Sharon Armstrong (SACT lead)
Prof. Richard Wilson
Dr Ashita Waterston
Dr Clinton Ali
Dr Dawn Storey
Dr Sara Slater
Dr Patricia Roxburgh
Dr Ishtiaq Zubairi
Dr Maria Martinez
Dr Lisa Rodgers
Dr Yun Yi Tan

Palliative Medicine

Dr Lucy Heatherington
Dr Jane Edgecombe
Dr Eilidh Burns

Number and Grades of Junior Medical Staff

“Specialist Registrars”	19 in Clinical Oncology + 10 in Medical Oncology
FY2/CMT/GPST	16
Associate Specialist in Oncology	1
Speciality Doctors	8

Departmental Organisation

In order to facilitate medical management the BWOSCC is divided into 6 teams for specialist oncology services based on the following tumour sites:

- Breast
- Lung
- Urology
- GI
- Head & Neck (& neuro-oncology)
- Gynaecology (including neuro endocrine and sarcoma)

All wards within the BWOSCC (with the exception of brachytherapy) are allocated to the teams and have integrated medical and clinical oncology stakeholders. There are 2 Consultant on-call rotas, one for Medical Oncology and one for Clinical Oncology. On call commitments take priority over scheduled commitments when consultant is on call. The BWOSCC is committed to multi-disciplinary team working and the Cancer Managed Clinical Networks for the West of Scotland.

Each team has a trainer who supervises the trainees. Clinical and Educational Supervision is provided to trainees in conjunction with the local Deanery. The teams are headed by a team leader who is responsible for the development of departmental medical protocols, absence management and team deployments.

All consultants participate in care delivered by multidisciplinary cancer site specific teams consisting of Specialty Doctors, Clinical Nurse Specialists, IV Nurses, Pharmacists and Phlebotomists. All beds are shared and managed by a Bed Management Team who arrange admissions on the basis of need. The centre has a 6 bedded state of the art, age appropriate Teenage and Adolescent Unit which is used by patients between the ages of 16 and 25 with solid and haematological cancers.

JOB DESCRIPTION, JOB PLAN & PERSON SPECIFICATION

Clinical Commitments:

This is a clinical oncologist consultant appointment. The successful applicant will take up a post providing specialist oncology input into the colorectal service. This services is mature, developed and supported by a team of existing consultant clinical and medical oncologists and MDT.

A proposed timetable for the post is detailed below. Note that this post is for a commitment of 9 sessions (PAs) initially.. The number of PAs can vary with service activity and is agreed through the job planning process.

Indicative Outline Job Plan

Monday AM	am	Team meeting Peer review GRI MDT Anal meeting Ward round
	pm	Admin
Tuesday	am	Anal clinic
	pm	off
Wed	am	Anal clinic
	pm	Radiotherapy planning
Thursday	am	Radiotherapy planning
	pm	Admin
Friday	am	SABR MDT
	pm	SPA

Radiotherapy is delivered in both the Beatson West of Scotland Cancer Centre and the Lanarkshire Beatson on the Monklands site.

In addition radiotherapy planning may be undertaken at either site with remote access and links between the two. Cross cover is provided by named colleagues. Note that the post holder works as part of a team to manage cross cover for clinics and

radiotherapy planning. It is anticipated that the successful applicant will be a member of the relevant site specific teams.

The on call frequency is 1 week on call in 28. When on call the consultant is expected to reduce/cancel scheduled off site clinical activities to participate in on call duties and the review of unscheduled admissions

The post holder is expected to participate in yearly appraisal and job planning with the Clinical Director

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Teaching, Management, Research and Audit

The post does not have a dedicated role in departmental teaching but the successful applicant will be expected to participate in clinical supervision of trainees. Clinical trial recruitment is embedded within clinical practice within the unit. The BWOSCC has a suite of seminar rooms for lectures and meetings. There is a well developed program of postgraduate medical education within the department, held on a Friday afternoon.

Study and Training

The BWOSCC has its own specialist library run by a part time librarian. There is a major hospital library in the Phase I Building of the Western Infirmary which is five minutes walk away from the main library of the University of Glasgow.

Research Opportunities

The BWOSCC has an excellent track record in clinical research. It is a major contributor to local, national and international trials with about 1000 patients a year being entered and randomised through the Clinical Trials Unit. Patient numbers are such that we are often among the global top recruiting sites in international trials, ensuring high impact publications for committed investigators.

The consultant has a continuing responsibility for the care of patients in his/her charge, and for the proper functioning of his/her department.

The consultant will undertake the administrative duties associated with the care of his/her patients, and the running of his/her clinical department.

In addition to the duties mentioned above, duties at other hospitals may be necessary.

The post holder participates in an on-call rota with the other consultant staff for 1 week at a time, every 20 weeks.

Person Specification for Consultant Clinical Oncologist

		Essential	Desirable
1.	Attainments		
1.1	Full registration with the General Medical Council	✓	
1.2	Must hold, or at time of interview, be within 6 months of CCST in Medical Oncology	✓	
1.3	MRCP or equivalent	✓	
2.	Experience/Training		
2.1	Good general medical training	✓	
2.2	Demonstrable experience of up-to-date chemotherapy practice and knowledge of clinical trials	✓	
2.3	Experience of multi-disciplinary team working	✓	
2.4	Experience of audit and research	✓	
2.5	Understanding of concept of Managed Clinical Networks		✓
2.6	Awareness of use of protocols in practice	✓	
3.	Special Aptitudes & Abilities		
3.1	Excellent organisational & communication skills	✓	
3.2	Sound IT Skills	✓	
3.3	Effective in the teaching and training of junior colleagues	✓	
3.4	Patient focussed	✓	
3.5	Knowledge of general management issues		✓
4.	Disposition		
4.1	Proven team player	✓	
4.2	Excellent communication with patient, relatives and staff, both written and oral	✓	
4.3	Proactive	✓	
4.4	Motivational skills	✓	
4.5	Experience of mentoring students/staff		✓
5.	Special Factors		
5.1	Current driving licence		✓
5.2	Flexibility in working hours (within constraints of the Consultant Contract)		✓

MAKING YOUR APPLICATION

Please note

- Take note of the **Closing date** and the **Job reference number** of the vacancy. Please quote the reference number on any correspondence.
- 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** via our eRecruitment system (JobTrain)

If this is the first time you are applying via JobTrain, you will be asked to create an account. You can do this via an email address or social media account. NHS Scotland does not accept CV's in addition to/instead of a completed application form.

If you already have an existing account, you will have the option to copy a previous application. Please ensure that you go through the application to ensure that the details are up-to-date and complete.

- Please make sure that the **email address** submitted is correct as this will be our primary method of contact during each stage of the recruitment process.
- You will **time-out** after 30 minutes of inactivity. Please regularly save your application.
- You need to provide **at least two (2) referees, one of which must be your current employer/line manager**. It is Board policy that no person can act as a member of an Advisory Appointments Committee and be a referee for a candidate for that post. You should therefore check with your proposed referees whether there is likely to be any difficulty in this respect for we may otherwise have to invite you to submit another name or names
- At the Shortlisting stage, all application forms are **anonymised** and only the Education, Employment and Assessment/Supporting Statement Information sections are accessible to those involved in the recruitment process
- **Interviews** are conducted either in-person or via MS Teams video call. If the interview date is not noted on the advert, you will be contacted with the details as soon as they are available to allow you to book. You will receive an email with the link to join if your interview will be a video call.

Job Interview Guarantee Scheme

NHSGGC recognises 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 all the minimum criteria expressed in the job description will be guaranteed an interview. All information will be treated as confidential. We only ask for relevant information with regards to your disability to ensure that we can assist you if you are called for interview.

- **If you delete your application, you will not be able to re-apply.**
- **Professional Regulatory Bodies Membership (GMC/GDC)** details must be provided on the application form
- Before submitting your application please make sure you read **the Declaration section**. This section will highlight any parts of the form which haven't been completed and it also covers the following important information:
 - Criminal Convictions Declaration - NHS Scotland is exempt from the 1974 Rehabilitation of Offenders Act (Exclusions & Exceptions) (Scotland) Order 2003.
 - Accuracy of Information - False or misleading information can cause disqualification of the application and dismissal from employment if appointed to the post.
 - General Data Protection Regulation (GDPR) and Data Protection Act 2018 - Your data will be stored by Jobtrain and will be used only by NHSGGC authorised staff for the purpose of processing your job application, making recruitment decisions and for statistical and audit purposes. It will be retained, archived, and deleted in line with the NHS Scotland retention policy and will not be passed to any third party organisations without your permission
- **Please remember to review your application prior to submission as once you submit, you will not be able to edit any details or make changes.**

GENERAL HELP AND SUPPORT

JOBTRAIN

General Help and Support with Login, Password reset or Technical issues
<http://jobseekersupport.jobtrain.co.uk/support/home> or
contact (+44)0161-850-2004 (Monday-Friday 09:00-17:30 UK local time)

NHS GGC RECRUITMENT

+44 (0)141 278 2700 and select Option 1 for Recruitment and then
Option 5 for Medical Recruitment
nhsggcrecruitment@nhs.scot

LIVING AND WORKING IN THE GREATER GLASGOW AND CLYDE

We understand that choosing the right place to live is just as important as choosing the right job. Many people who have relocated to Scotland have been attracted by the opportunity to enhance their quality of life.

Scotland's people are well known for being warm, welcome and friendly. Scotland is a home to over five million people, and it is estimated that for every person living in Scotland, another five people living across the world have Scottish ancestry. With such wide connections spreading to every corner of the globe, it is no wonder that overseas visitors are made to feel like they are returning home!

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 breath taking 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.

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.

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 (pre pandemic levels) from Glasgow international airport alone, ready to fly 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 and work.

Useful websites:

- www.scotland.org/live-in-scotland/moving-to-scotland
- www.transport-executive.co.uk/best-places-to-live-in-glasgow
- www.visitscotland.com
- www.mygov.scot/search-house-prices

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