**Angus Career Start**

**GP Post**



**An exciting opportunity to enhance and develop a career in General Practice, through an innovative and flexible scheme.**

**£86,680 (for a 40hr wk) pro rata**

Interested in General Practice, but looking for a little more?

Looking for some extra support while you establish yourself in your career?  Do you want a chance to grow your experience in a specialism while working in a practice?  Keen on a career in independent practice, but happy for the safety net of a guaranteed job with full employment rights?

Perhaps a Career Start job is the right move for you....

**Part time option is available - minimum 6 sessions**

**(1 session = 4 hours)**

This post is for 2 years. It offers a combination of learning and development opportunities, supporting First 5 GPs to develop a breadth and depth of experience, additional skills, and the opportunity to work within an expanded multi-disciplinary team delivering new models of care. The specialty areas **provisionally** available with this post are as below. Some posts are subject to funding being finalised and so applicants will be asked to give their top 3 options. Some posts are only available in certain areas of Tayside.

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| Specialty | GP  Sessions | Specialty Sessions | Development Sessions |
| Acute Medicine | 6 | 2 | 2 |
| Emergency Medicine | 6 | 2 | 2 |
| Medical Education | 6 | 2 | 2 |
| Medicine For The Elderly | 6 | 2 | 2 |
| Gender Services | 6 | 2 | 2 |
| Children’s Community Mental Health | 6 | 2 | 2 |
| Adult Mental Health (variety of roles) | 6 | 2 | 2 |
| Urgent and Unscheduled Care (OOH) | 6 | 2 | 2 |

\*\* Part Time posts will have the above sessions adjusted accordingly for example a 6 session post will have 4 GP Sessions, 1 Specialty Session and 1 Development session.

**\* Sessions undertaken in the OOH period as part of the Unscheduled Care attract an additional pay enhancement (paid at current OOH pay rates)**

These Career Start Posts will be based in Angus although some specialty elements may be in other areas of Tayside. They will be shaped around the individual applicant as part of their job plan and the applicant will have input into this process.

In addition to working in a matched practice with dedicated specialty sessions, we are keen to offer additional postgraduate training and development opportunities matched to the posts available. There are weekly protected development sessions for this.

**INVESTING IN YOU**

The purpose of the scheme is to consolidate and develop the skills and confidence of recently qualified GPs, offering the opportunity to develop experience and skills to meet the needs of the GP of the future within a supportive environment. Overall the scheme aims to support the development of GP's as leaders who have a strong commitment to the values and vision of NHS Tayside, working as an integral part of a multi-disciplinary team across a single system to support our population to live longer, healthier lives at home.

The Career Start GP will work in a host practice developing both general and specific skills relevant to General Practice work. This will include all duties normally carried out in practice, including the opportunity to attend practice meetings, helping to gain further understanding of general practice as a business.

In addition to a named GP in practice, a Clinical Supervisor will be appointed in your specialist area to help you determine your specific educational objectives. To support your leadership journey, you will also have the opportunity to be matched with a patient safety fellow, learning more about quality and safety, and joining the rapidly growing network with opportunities for regional, national and international development in this area.

You should be educated to MBChB or equivalent, fully registered with the GMC with a licence to practice, and hold a Certificate of Completion of Training (CCT) or equivalent. Excellent communication skills, counseling and feedback skills are also essential as well as the ability to travel to various locations.

**To apply**:

 For further information on how to apply please visit [www.medicaljobs.scot.nhs.uk](#).

  Applications in the form of a current CV, including the names and email addresses of 2 referees should be submitted to [tay.medicalrecruitment@nhs.scot](#) and copied to [shawkat.hasan@nhs.scot](#)

* You may apply for as many posts as you wish.

**Please indicate in a covering letter the following points:**

 Your choice of specialty posts in order of preference - **top three**.

 Detail three objectives that you hope to achieve in the Career Start year for your 1st choice specialty/post

* Whether you wish to be considered for **any** **post** if we are unable to offer you your preferred choice(s).

  Whether there are any posts for which you would **not wish** to be considered.

  If you wish to work part-time.

For further information contact Dr Shawkat Hasan on **shawkat.hasan@nhs.scot**

**Closing date Friday 26th July 2024**

Successful applicants can start anytime from August 2024 though the start date can be flexible.

**Interviews will be held soon after the closing date**



**REF:PR10550**

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| **1.**     **JOB DETAILS**  Job Title:                     Career Start GP    Responsible to:           NHS Tayside,    Partners:                    NHS Tayside  University of Dundee    Location:                     Posts in Angus |

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| **2.**     **JOB PURPOSE**  To further develop the skills, confidence and experience, which will contribute to the development of general practice in the areas of clinical and intermediate care, education, research and management. There is strong organisational support to develop leadership skills with each post-holder having dedicated sessional time built into their timetable to pursue learning and development opportunities. This will include a mentor to help support leadership development, and an opportunity to become a member of our quality and safety forum with access to further development via BMJ quality fellowships.  This post is particularly suitable for those who have recently completed vocational training. |

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| 3.     **DIMENSIONS**  Attachment to a selected GP practice in Angus, working in a multi-disciplinary team with mentoring support.  Opportunity to develop skills in managing acute illness via agreed sessions within NHS Tayside Out of Hours service if the applicant wishes.  Opportunity to build your career within a supportive environment with an emphasis on developing you as a future leader with a strong understanding and commitment to safe, patient centered, effective whole system working.  Opportunities for longer term career opportunities within Tayside. |

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| **4.**      **ORGANISATIONAL CHART**  Specialist Mentor  Clinical Practice Mentor    Career Start GP  **5.**     **PURPOSE OF CAREER START SCHEME**  The purpose of the scheme is to consolidate and develop the skills and confidence of recently qualified GPs, offering the opportunity to develop experience and skills to meet the needs of the GP of the future within a supportive environment.  Overall the scheme aims to support the development of GP's as leaders who have a strong commitment to the values and vision of NHS Tayside, working as an integral part of a multi-disciplinary team across a single system to support our population to live longer, healthier lives at home. |
| **6.**     **ROLE OF CAREER START GP**       The Career Start GP will work in a host practice developing both general and specific skills relevant to General Practice work. This will include all duties normally carried out in practice, including the opportunity to attend practice meetings, helping to gain further understanding of general practice as a business.       As shown in the Organisational Chart, a Specialist Mentor will be appointed in your specialist area to help you determine your specific educational objectives. To support your leadership journey, you will also have the opportunity to be matched with a patient safety fellow, learning more about quality and safety, and joining the rapidly growing network with opportunities for regional, national and international development in this area.       All Career Start GPs will participate in the national GP appraisal programme. |

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| **7.**     **COMMUNICATIONS AND WORKING RELATIONS**  The post holder will have working relationships with the Clinical Practice Mentor in the host practice along with the GP practice based staff, NHS Tayside and the Out of Hours service. The scheme will be supported under the leadership of the Associate Medical Director for primary care. |

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| **8.**     **MOST CHALLENGING PART OF THE JOB**  To maintain a balance between the educational and service elements of the job.  To integrate closely with an established primary/secondary care team.  To obtain an agreed range of educational outcomes within a relatively short period. |



**STANDARD PERSON SPECIFICATION**

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| --- | --- | --- | --- | --- |
| JOB TITLE    DEPARTMENT/SECTION | | Career Start GP    NHS Tayside | |  |
| FACTOR | ESSENTIAL | | DESIRABLE | | |
| QUALIFICATIONS/  TRAINING |      MRCGP or equivalent       MBChB       Certificate of Completion of Training (CCT)       You must be eligible to join the performers list in NHS Tayside prior to commencement of the post       Fully registered with GMC | |      Other Post Graduate Diplomas | | |
| EXPERIENCE | * Successfully Completed General Practice Specialist Training        Appropriate range of previous experience in hospital posts | | * Completed GP specialist training within last 5 years | | |
| KNOWLEDGE  AND  SKILLS |      Evidence of self directed learning       Excellent communication skills       Ability to articulate the core values of general practice       Knowledge of current issues affecting general practice       Counseling and Feedback skills       Team working and interdisciplinary collaboration       Ability to maintain trust and confidence of patients | |      Knowledge of service provision requirements in all clinical disciplines       Committed to a career in General Practice within Tayside | | |
| DISPOSITION  e.g.  Personal (transferable)               skills |      Empathic       Flexible approach       Committed to a team approach to problem solving       Good time management       Highly motivated | |      Ability to adapt to differing workplaces | | |
| OTHER |      Computer literate       Ability to travel between various locations       Understands the principles of equality and diversity | |      Flexible regarding workplace location       Desire to work within the Tayside Region | | |