



Job Title: Consultant Clinical Oncologist with a special
Interest in Breast and Neuro- Oncology

Location: Aberdeen Royal Infirmary

Ref No: SC212604

Closing Date: Sunday 11th May 2025

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NHS GRAMPIAN CONSULTANT IN CLINICAL ONCOLOGY

1. JOB DESCRIPTION

This is a full-time post based in the Department of Oncology, Aberdeen Royal Infirmary, with major site specialist interests in Neuro-Oncology and Breast Cancer (SACT and radiotherapy). However, flexibility will be considered around tumour sites to suit both the individual and the service. This will include considering a locum clinical oncologist to meet the needs of the service.

2. GENERAL

ABERDEEN

With a population of approximately 230,000, Aberdeen stands between the Rivers Dee and Don, with several miles of sandy beach on the North Sea coast to the east. This historic University City has many architectural splendours and the use of its sparkling local granite has earned Aberdeen the name of the Silver City. Recognised as the oil capital of Europe, Aberdeen has prospered and developed greatly in the last 30 years, but retains much of its old-fashioned charm and character.

Aberdeen enjoys excellent communication services with other British cities. There are several daily flights to London (just over one hour to Heathrow) and direct international links to Amsterdam, Dublin and Copenhagen. Road and rail links to all points north and south are excellent, with few of the congestion problems of central Scotland.

In addition to the established granite housing, there are many high-quality modern developments in Aberdeen and surrounding towns that provide a wide choice of housing within easy commuting distance.

Well known for its superb quality of life, Aberdeen enjoys first class amenities including His Majesty's Theatre, Music Hall, Art Gallery, and Museums and several private gyms. The area is well served with excellent golf courses. Education facilities are excellent and, in addition to Regional Education Authority schools, there is one fee-paying school for girls, and two co-educational private schools. All three cater for primary and secondary pupils. In addition, there is a further co-educational private primary school and the International School of Aberdeen offers an international education for local and expatriate children from ages 3 through to 18.

THE UNIVERSITY OF ABERDEEN

The University of Aberdeen is a fusion of two ancient universities: Kings College founded in 1495 and Marischal College, which dates from 1592. Until they amalgamated in 1860, Aberdeen had two universities for over 250 years. The University maintains an outstanding record in scholarship and supports a high level of teaching and learning underpinned by a first class portfolio of research programmes. There are currently 11,500 matriculated students.

The Institute of Medical Sciences is adjacent to the University Medical School on the Foresterhill site and brings together medical scientists and clinicians in a fully integrated research facility. Phase II of the Institute, which facilitates further integration between fundamental and clinically-based research groups, was completed in 2002.

For further information, visit <http://www.abdn.ac.uk/>

ROBERT GORDON UNIVERSITY

The Robert Gordon University has earned wide recognition for its pragmatic approach to higher education both in Scotland and internationally.

For generations it has produced qualified professionals across a broad spectrum of careers in the arts, management, engineering, sciences, pharmacy, health and the professions allied to medicine.

Around 9,500 students study almost 100 full-time and part-time courses at undergraduate, post-experience and postgraduate levels.

The University is actively involved in applied research in a variety of fields and many short course programmes are being formulated to meet the growing needs of the community.

Their website is <http://www.rgu.ac.uk>

3. DESCRIPTION OF HOSPITALS

NHS Grampian (Acute Sector) incorporates Aberdeen Royal Infirmary, Royal Aberdeen Children's Hospital and Aberdeen Maternity Hospital on the Foresterhill site. Other sites include Woodend Hospital in Aberdeen and Dr Gray's Hospital in Elgin as well as the GP inpatient facilities in community hospitals throughout the region, and Specialist Palliative Care facilities at Roxburghe House situated only ten minutes' walk from the Infirmary.

Aberdeen Royal Infirmary, Foresterhill, is situated to the north-west of Aberdeen city on the teaching hospital site with the Medical School of the University of Aberdeen. This is the principal adult acute hospital of the Grampian Area providing a complete range of medical and surgical specialities including General Medicine and allied specialities (Cardiology, Respiratory, Gastroenterology, Clinical and Medical Oncology, Haematology, Blood Transfusion, Infectious Diseases, Neurology, Diabetes & Endocrinology, Nephrology, Stroke, Dermatology, Rheumatology and Medicine for the Elderly), General Surgery and allied specialities (Cardiothoracic, Vascular, Orthopaedics, Upper and Lower GI, Breast, Gynaecology, Neurosurgery, Plastics, Dental, ENT, Burns, Ophthalmology), ITU, A&E, and Anaesthetics. A purpose-built Emergency Care Centre provides co-ordinated GMED and A&E functions and inpatient accommodation for medical specialties, including Haematology and Oncology.

Aberdeen Royal Infirmary also serves as a major tertiary referral centre for the North and North East of Scotland in a number of specialities (e.g. Cardiothoracic and Neurosurgery).

Woodend Hospital is situated one mile west of Aberdeen Royal Infirmary and its services currently include elective orthopaedics and Medicine for the Elderly.

Royal Aberdeen Children's Hospital (RACH) is situated in a new building opened in 2004 and together with the Neonatal Unit, Aberdeen Maternity Hospital (AMH) provides all specialist care for children up to the age of 14 years from the Grampian Region and the Orkney and Shetland Islands.

Aberdeen Maternity Hospital is the main Maternity Hospital for the area.

Roxburghe House, a purpose-built building situated less than a mile from Aberdeen Royal Infirmary, is the base for Specialist Palliative Care in Aberdeen. It opened in 2005 and provides a range of inpatient and outpatient services, with close links to Oncology and several other departments in Aberdeen Royal Infirmary, and to primary care. There are five community Macmillan nurses based in Aberdeen. Given the geography of the region served by Aberdeen, a number of additional community Macmillan nurses are based outside Aberdeen, e.g. Elgin, Banff, Peterhead, Huntly, Stonehaven, and the Northern Isles. The consultants and other members of the specialist Palliative Care Team are on the Foresterhill site on a daily basis.

Dr Gray's Hospital, Elgin in the Moray District of Grampian has been extensively developed over the last 10 years. In-patient services are provided in the following specialties: General Medicine, General Surgery, and Medicine for the Elderly, Gynaecology, Obstetrics, Ophthalmology, Paediatrics and Anaesthetics. It has a high dependency unit and satellite dialysis unit. A full range of support services are also on site including Dietetics, Haematology and Clinical Chemistry Laboratories, Occupational Therapy, Pharmacy, Physiotherapy and Radiology including a spiral CT scanner and PACS with viewing stations throughout the hospital and links to Aberdeen Royal Infirmary. Two consultants from Aberdeen visit weekly and two oncology out-patient clinics and a chemotherapy clinic are held in Elgin every week, facilitated by the two hospital Macmillan nurses at Dr Gray's and a cancer pharmacist. There are plans to increase the number of days per week that chemotherapy is delivered to allow more patients from Moray to be treated closer to home. There is a Day Hospice, 'The Oaks', situated about a mile from the hospital, with a weekly Palliative Care outpatient clinic run by the Roxburghe House medical team.

4. DESCRIPTION OF HOSPITAL BASE

The post is in the Department of Oncology where clinical and medical oncology are well integrated. Oncology has one full-time ward with 29 in-patient beds and another five-day day case/chemotherapy treatment area accommodating up to 35 patients every day. Ambulatory therapy for oncology and haematology patients and the new aseptic pharmacy unit are scheduled to be relocated to a new purpose-built ANCHOR centre adjacent to the Radiotherapy Department in 2025. The new Radiotherapy Department was opened in 2014. The Maggie's centre for Grampian is situated close to this site.

The Institute of Medical Sciences provides purpose built modern laboratory accommodation for a number of University departments with interests in basic cell biology and biomedical science.

5. THE ONCOLOGY SERVICE

The Oncology Department serves a stable population of 650,000 including the Grampian region, Moray, and the Orkney and Shetland Isles. The single hospital site lends itself to the integration of multidisciplinary expertise in the management of all malignancies. Multidisciplinary team (MDT) meetings provide a focus for the discussion of all new cases, and are established for the relevant teams managing breast, gynaecological, thoracic, and upper and lower gastrointestinal, pancreas/hepatobiliary, urological, head and neck cancers, and bone and soft tissue sarcomas. Staff in the peripheral hospitals (Elgin, Orkney and Shetland) take part in the MDT meetings using teleconferencing facilities. There is a joint upper GI MDT with NHS Highland and a National MDT for sarcoma.

The Departments of Clinical and Medical Oncology are completely integrated, with shared clinics, inpatient beds, and junior staff. The clinical service is primarily provided within Aberdeen Royal Infirmary, but there is a cancer unit at Dr Gray's Hospital Elgin. Patients in the Northern Isles can also be reviewed via audio-visual links within the ANCHOR Unit, and some chemotherapy is administered remotely using shared care protocols.

All chemotherapy is delivered by an established chemotherapy team of nurses, working in close association with medical staff and the three oncology pharmacists. Chemotherapy is also delivered at Dr Gray's Hospital in conjunction with the weekly oncology clinics, and more remotely in Orkney & Shetland by Macmillan nurses via shared care protocols. The Chemocare electronic

prescribing software package is in use in Aberdeen Royal Infirmary (in both Oncology and Haematology) for the prescription of trial and non-trial chemotherapy regimens. Chemocare is also available in Elgin, Orkney, Shetland and nominated community hospitals.

ANCHOR's Radiotherapy Department was relocated to a new purpose-built facility in 2012/2013 and has a full range of facilities, namely:

- 2 Varian Ethos linear accelerator with online adaptive radiotherapy capacity and 1 Varian TrueBeam
- a Varian HDR brachytherapy unit
- a Canon large-bore CT simulator with 4D capabilities and ProSoma 3D virtual simulation software
- a Varian Eclipse treatment planning system
- a Varian Aria Patient Management System

The Radiotherapy Department has digital links to 2 diagnostic CT scanners, 2 MRI scanners, and a PET-CT scanner, all on the Foresterhill site, as well as a CT scanner in Elgin. Multimodality imaging and image fusion for radiotherapy treatment planning is routine. Breast treatments are delivered using forward-planned field-in-field IMRT. VMAT is widely utilised in the rest of radical radiotherapy treatments. SABR treatments for early-stage lung cancer and oligometastatic disease are delivered using the high-dose-rate flattening-filter-free beams available on the linear accelerators. Unsealed source therapy (Ra-223) for prostate cancer is provided in the Nuclear Medicine Department.

The Radiotherapy Physics Section runs the radiotherapy part of the University of Aberdeen's MSc in Medical Physics and takes on Foundation and Higher Physics Trainees for the Scottish Medical Physics Training Scheme. Staff members – physicists, dosimetrists and electronics technologists – are actively involved in research and clinical development projects.

The PET centre, which is adjacent to the radiotherapy department and is equipped with a CT-PET scanner and a cyclotron for isotope production, has an active research programme.

The Radiotherapy Department has enjoyed the benefits of a skilled staff of therapy radiographers with excellent working relationships with medical and physics staff. Staff retention has been improved by measures such as the employment of radiographer assistants and extension of the role of senior radiographers, including patient review on treatment, portal image matching, and radiotherapy planning for breast cancer patients. Bookings for radiotherapy are coordinated by radiographers.

Oncology out-patient clinics and some of the multidisciplinary clinics take place in recently refurbished accommodation. In 2025, all outpatient clinics are planned to relocate to the new ANCHOR centre, which will be purpose-built accommodation and which will also house ambulatory therapy for oncology and haematology, a satellite pharmacy and cytotoxic preparation unit, patient information centre, meeting rooms and offices for consultant staff and secretaries.

A commitment to research is integral to the working of the Oncology Department, including having close links with colleagues in the University of Aberdeen Medical School, co-located on the same Foresterhill site. Professor Anne Kiltie holds the Chair in Clinical Oncology, one of very few full time university chairs in Clinical Oncology in the United Kingdom. They are also closely linked with the NCRI. The department is currently involved in recruiting to more than 40 international, national and local trials. There are seven oncology research nurses and three oncology data managers who support clinical trials in solid tumours. Funding is through the Scottish Cancer Research Network (SCRN), R&D and through commercial trial income.

Hostel accommodation for patients (for example from Moray or the Islands receiving radiotherapy) is currently provided at CLAN Haven, a short distance from Foresterhill. Two clinical psychologists provide a limited service to our patients, with four outpatient sessions per week. The Maggie's centre is on the Foresterhill site and will be in close proximity to the ANCHOR centre when it opens.

6. STAFF OF THE DEPARTMENT

Consultants

Medical Oncology

Dr Trevor McGoldrick (Gynae and Sarcoma)
Dr Gordon Urquhart (GU, Melanoma and Breast)
Dr Gillian Price (Lung, Melanoma and UGI)
Dr Victoria Murdock (Breast and Lung)

Clinical Oncology

This post (Breast and Neuro-Oncology)
Dr Ann-Maree Kennedy (Breast and Gynae, Sarcoma)
Dr Graham Macdonald (Gynae and GU)
Dr Ravi Sharma (Skin -melanoma and non-melanoma- and Breast)
Dr Claire Stilwell (Lung)
Dr Judith Grant (GU radiotherapy and Haematology radiotherapy)
Dr Rafael Moleron (CNS and Head and Neck)
Dr Lucy Wells (Upper GI and Lower GI)
Dr Adnan Shaukat (SABR, HPB, GI and endocrine malignancies)
Dr Kirsten Laws (Head and Neck and Haematological malignancies)
Dr Andrew Duncan (Lung and Breast)
Professor Leslie Samuel (Lower GI)
Professor Anne Kiltie (Bladder)

Junior Medical Staff

1 Specialist Registrar in Clinical Oncology
1 Specialist Registrar in Medical Oncology
3 Foundation Year 2s (FY2s)
1 Internal Medical Trainee (IMT)
3 CT ST3

Physician Associates

2 Physician Associate (PA)
1 PA interns

Physics Staff

Head of Radiotherapy Physics (MPE)
3.0 (WTE) Lead Physicists (MPE)
3.0 (WTE) Physicists
3 Dosimetrists
2 Electronics Technologists

Radiography Staff

1 Radiography Manager
5 WTE and 2 part time Band 7 Radiographers
6 WTE and 6 part time Band 6 Radiographers
9 WTE band 5 Radiographers
1 Band 4 assistant

7. TEACHING

All Consultant staff participate in the under-graduate teaching programme for University of Aberdeen medical students in the ANCHOR Unit, which ranges from years 1 to 5, as well as contributing to general medical post-graduate teaching sessions. Consultants work closely with the SpRs in both Clinical Oncology and Medical Oncology, allowing trainees more direct supervision with consultants than may occur in larger centres. All the consultants are clinical supervisors, and some are also educational supervisors. The successful applicant would be encouraged to attend the trainer's courses run by the Deanery and Royal Colleges and will have a key role in co-ordinating the educational opportunities within the department.

8. RESEARCH

The department is committed to entering patients into appropriate local, national and international clinical trials. Aberdeen is recognised to be, for its size, one of the most active clinical trials centres for oncology in the UK, particularly in the areas of colorectal, head & neck and lung cancer. Commercial clinical trials are facilitated by the Medicines Assessment Research Unit (MARU), a 'one stop shop' that handles all contract negotiations. MARU is part of the Research and Development (R&D) Department, which exists to support and facilitate research within NHS Grampian. The research portfolio is divided into a number of Programmes, each one with one or two leaders who encourage and facilitate research projects in conjunction with the R&D staff. There is close cooperation between the NHS R&D department and the counterparts in Aberdeen and Robert Gordon Universities.

In order to minimise delays in the start-up of clinical trials, there are now two Grampian Research Ethics Committees, which sit monthly.

Professor Anne Kiltie holds the Chair in Clinical Oncology, a full time academic post within the University of Aberdeen, and is leading on local laboratory & translational studies. All senior medical staff enjoy honorary senior lecturer status within the University of Aberdeen Medicine School, with the benefits of access to the nearby Medical School Library and all IT facilities, including statistical & analysis packages.

9. AUDIT

In line with QIS directives, prospective audit for lung, colorectal, breast, and ovarian cancers is ongoing with the support of the Clinical Effectiveness Department of NHSG. Other internal audits of activity and outcome are conducted by the relevant multidisciplinary teams and there are also intra-departmental audits.

10. THIS POST

Approximately 600 breast cancer patients and 50 Neuro-Oncology patients undergone treatment every year in NHS Grampian. The successful applicant will play key roles within the department of Oncology in NHS Grampian. They will be supported by colleagues within the department, and will work closely with Dr Andrew Duncan, Dr Ann-Maree Kennedy and Dr Ravi Sharma, Clinical Oncologists, and Dr Victoria Murdock and Dr Gordon Urquhart, Medical Oncologists, for breast cancer; and Dr Rafael Moleron, in Neuro-Oncology. The Neuro-Oncology service also supports the practice in NHS Highland remotely.

There are excellent opportunities for the participation in, and development of clinical trials.

MODEL JOB PLAN FORMAT

Name:... Consultant Clinical Oncologist..... **Specialty:**.... Neuro-Oncology and Breast Cancer

Principal Place of Work:Aberdeen Royal Infirmary.....

Contract: Whole Time / Part Time / ~~Honorary~~

Programmed Activities: ..10..... **Indicative PA Split:** DCC ...8.. SPA ...2... **EPAs (if applicable):**

Availability Supplement: None / Level1 / Level2

Premium Rate Payment Received: 3 %

Managerially Accountable to: Dr Rafael Moleron- Unit Clinical Director for Clinical Support Services 3

Responsible

for:.....

a) **Timetable of activities which have a specific location and time**

Indicative Sample Job Plan

DAY	Hospital	TYPE OF WORK
Monday From / To 0830-0900 0900-1100 1100-1200 1230-1330 1330-1700	Aberdeen Royal Infirmary	SACT prescribing Ward round/Simulator Admin Departmental Educational Meeting Breast Clinic
Tuesday From / To 0830-09.00 0900-1100 1130-1330 1330-1700	Aberdeen Royal Infirmary	SACT prescribing Simulator Radiotherapy contouring/planning Breast Clinic
Wednesday From / To 0830-0900 0900-1100 1130-1400 1400-1600 1600-1700	Aberdeen Royal Infirmary	SACT prescribing CPD/ Research Breast MDT CPD/ Research Consultant Meetings-Clinical Governance 1 st week of month Senior Staff Meeting 3 rd week of month Educational Meeting 4 th week of month CPD/R&D 2 nd and 5 th week of months
Thursday From / To 0830-0900 0900-1030 1030-1230 1300-1700	Aberdeen Royal Infirmary	SACT prescribing Neuro MDT Neuro Clinic Neuro Clinic
Friday From / To	Aberdeen Royal Infirmary	

0830-0900 0900-1000 1000-1200 1230-1400 1400-1500 1500-1700		SACT prescribing Ward round Appraisal/Audit/trainee clinical supervision Radiotherapy contouring/Simulator Radiotherapy Peer Review Meeting Admin
Saturday From / To		1:15 rota – (Monday to Sunday inclusive)
Sunday From / To		1:15 rota

Tumour sites: Breast and Neuro-Oncology

Hours 40: DCC 8 and SPA 2

Flexibility with tumour sites will be considered to suit individuals and the service

It is anticipated that the workload of this post will be within RCR guidelines, with SPA allocation for teaching and research commitments.

Secretarial support and suitable office accommodation will be provided.

Managed Clinical Networks are being developed for the delivery of Cancer Services, in line with the recommendations of the recently published Scottish Cancer Plan. There is a Lead Cancer Manager for the North of Scotland Cancer Network, which includes Highland and Tayside as well as Grampian. Several of the site specialist multidisciplinary teams, have already developed regional or national protocols for cancer management.

This job description serves to indicate the range of duties of the post but is not intended to be exhaustive.

NHS GRAMPIAN

CONSULTANT IN CLINICAL ONCOLOGY

REF

1. The appointment will be made by the Board on the recommendation of an Advisory Appointments Committee, constituted in terms of the National Health Service (Appointment of Consultants) (Scotland) Regulations, 1993 - NHS Circular 1993 No 994 (S.140) which will include University representatives. Any person suitably qualified and experienced who is unable for personal reasons to work full-time, will be eligible to be considered for the post.
2. (a) The whole-time salary, exclusive of any distinction award, will be a starting salary of £107,144 - £142,369 progression of salary is related to experience.
Appendix 8 of the contract sets out the code of conduct for private practice which applies to all interested parties. In general consultants will be free to undertake private practice as long as this is undertaken outwith the agreed job plan and employers are informed, in writing, of private commitments. While employers have discretion to allow some private practice to be undertaken alongside a consultant's NHS duties, such provisions of private service should not prejudice the interests of NHS patients or disrupt NHS services.
- (b) Job plans must be agreed in association with the appropriate General Manager and Clinical Managers; for signature on behalf of the Chief Operating Officer. Changes will be discussed and agreed by these officers and yourself in line with Clinical Grouping service needs and changes in service requirements as well as at annual review.
3. The person appointed will be expected to take part in undergraduate and postgraduate teaching programmes. You will therefore be awarded appropriate Aberdeen University Honorary Status. As a teaching hospital, the postholder will be expected to engage in undergraduate and postgraduate teaching and learning activities, and also support both quality improvement and research within the service and wider organisation.
4. Consultants are expected to undertake research and development in their own field and to link with the University research areas.
5. Day to day arrangements for undertaking the specified duties of the post will be made in consultation with the Head of Service, other consultants in the department and with the Board.
6. The person appointed will have a continuing responsibility for the care of patients in his or her charge and will undertake the administrative duties associated with the care of his or her patients and an appropriate share in the running of the clinical department.
7. The person appointed will act as an adviser to the Board in Oncology.
8. The person appointed will be expected to undertake domiciliary consultations as may be required by the Board.
9. The person appointed will be expected to undertake advisory ("pastoral") visits to hospitals in the Area.
10. You may exceptionally be required to undertake duties at other hospitals in the Grampian Area or other Health Board areas and at hospitals in Orkney, Shetland and elsewhere for which service agreements would be arranged.

11. The person appointed may undertake the diagnosis and treatment of patients occupying accommodation made available under Sections 57(1), 57(2) and 58 of the National Health Service (Scotland) Act 1978 at the above hospitals insofar as the patients have not made private arrangements for such treatment.
12. The Board, in partnership with the BMA Local Negotiating Committee has a study leave policy for all Career Grade Medical and Dental staff Policy available on request from the Human Resources Department.
13. The appointment will be superannuable if the person appointed so chooses. He or she will be subject to the regulations of the National Health Service Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly, unless he or she opts out of the Scheme.
14. The private residence of the person appointed should not normally be more than 10 miles by road from their principal place of work unless otherwise agreed locally. They must be contactable by phone.
15. NHS Grampian is legally liable for the negligent acts or omissions of employees in the course of their NHS employment. Medical staff are however advised to ensure that they have defence cover for activities not covered by the Board's indemnity.
16. The officer appointed will be required to be registered on the General Medical Council's Specialist Register.
17. As a result of guidance issued by the Scottish Office on "Protecting Health Care Workers and Patients from Hepatitis B" NHS Grampian is required to:-

Ensure health care workers who may be at risk of acquiring hepatitis B from a patient are protected by immunisation.

Protect patients against the risk of acquiring hepatitis B from an infected health care worker. Due to the nature of this post, any offer of appointment will be conditional upon the successful applicant either:-

- Undergoing a process of screening/immunisation/monitoring in accordance with the Board's Policy and Procedure, or
- Producing acceptable documentary evidence that he/she is not an infective risk to others.

In the event that he/she is an infective risk to others or if he/she fails to comply with the above requirements, the conditional offer of appointment will be withdrawn.

As a condition of his/her subsequent employment in this post he/she is also required to undergo further immunisation and monitoring at the intervals specified by the Board's Occupational Health Service in order to boost/maintain his/her level of immunity. Should he/she become hepatitis B e antigen positive and therefore an infective risk to others at any stage in the future the appointment will be subject to review in accordance with the Board's agreed Procedure for dealing with such situations where the postholder is involved in "Exposure Prone Procedures". This review may result in the postholder having to alter his/her clinical exposure to remove risk to patients and others. In circumstances where this is not a practical option, it will be necessary to provide industrial compensation for this prescribed industrial disease prior to the postholder leaving the Board's employment.

18. The appointment is made subject to satisfactory fitness for employment. The candidate will therefore be required to complete a pre-employment health screening questionnaire and may/will subsequently be required to attend for health screening.

19. Termination of the appointment is subject to three months' notice on either side.
20. The Board is required to instigate a PVG (Protecting Vulnerable Groups) Scheme Check, to be made with Disclosure Scotland, for any convictions recorded before an offer of appointment can be made ([Rehabilitation of Offenders Act 1974 \(Exclusions and Exceptions\) \(Scotland\) Amendment Order 2015](#))

NOTES TO CANDIDATES

Canvassing in connection with appointments is not permitted but this does not debar candidates who wish from visiting the hospitals concerned.

Further information can be obtained and an appointment to view the Department arranged by contacting Dr G Wilson, Unit Clinical Director, by telephone 01224 553394 or via email at graham.wilson3@nhs.scot or Dr R Moleron, Portfolio Medical Director, via email at rafael.moleron@nhs.scot

Mr P Bachoo
Medical Director – Acute Services
NHS Grampian
3rd Floor West Wing, Ashgrove House
ARI Site

Dr H Bishop
Medical Director
NHS Grampian
Summerfield House
Eday Road, Aberdeen

Contact: Ann-Marie Park
Personal Assistant
Direct Line: 01224 553734

Lyndsay Cassie
Personal Assistant
Direct Line: 01224 558577

Apply for this post by visiting apply.jobs.scot.nhs.uk and search for Ref No quoted above. Closing date: Sunday 11th May 2025.

NHS Grampian has a process of induction for all newly appointed Consultants. You will have a local department induction and orientation led by your Head of Service. In addition we believe it important that you have an opportunity to meet with key personnel in NHS Grampian. This allows them to explain their role in the organisation and to discuss key information on the organisation and strategic planning processes we operate. We believe it important that all newly appointed Consultants even if they have previously worked in Grampian should have this opportunity once appointed to a Consultant post. Your Head of Service along with you will be responsible for ensuring this is undertaken. Heads of Service are supplied with the names of those you should meet.

NHS Grampian are obliged to bring to your notice that the Rehabilitation of Offenders Act 1974 provides for many people who have been convicted of certain criminal offences, the opportunity to have no need to refer to any conviction or circumstances relating to it in the course of daily lives. Certain convictions can, therefore, be regarded as “spent” after the lapse of a period of years under the terms of the Act. The National Health Service employment for which you are applying, however, has been excluded from the provisions of the Act and you are, therefore, required no withhold information about convictions which for other purposes are “spent” under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Board. Any information given, however, will be completely confidential and will be considered only in relation to the post to which this job description refers.

There is a Day Nursing facility for children of staff employed by NHS Grampian. ‘Little Acorns Day Nursery’ which has been specially designed can accommodate 24 children between the ages of 6 months and 5 years. Please contact the Nursery Manager on (01224) 557828 for further details.

In The Interest Of Health Promotion We Operate A **No Smoking Policy**

NHS GRAMPIAN

**CONSULTANT IN CLINICAL ONCOLOGY
PERSON SPECIFICATION FORM**

		ESSENTIAL	DESIRABLE
	Qualifications	MRCP or equivalent FRCR or equivalent CCT Clinical Oncology or CESR / CESR (CP) or within 6 months of CCT at time of interview.	Higher degree
	Experience	Broad experience in the management of all cancers, and post FRCR experience in gastrointestinal oncology. Design, initiation, and running of cancer clinical trials	Experience in precision radiotherapy techniques, such as SABR
	Ability	Comprehensive knowledge of general oncology Well-developed teaching skills	
	Motivation	Self-motivated, ambitious	
	Personality	Good communication skills "Team player", flexible.	Outgoing, able to enhance team morale/achievements
	Audit	Understanding of the audit loop, its strengths and limitations	Prior audit experience & publications
	Research	Experience of recruitment to and treatment within clinical trials Publications in peer reviewed journals	Experience as a principal or co-investigator in a clinical trial
	Management	Adept at running a busy clinical practice. Understanding of corporate issues.	Able to deal with difficult choices.
	Others	Full registration with a licence to practise with the GMC is required (licence to practise must be in place prior to starting in post)	UK, EEA National settled or pre-settled status or have verifiable permission to work in the UK