

Clinical Development Fellow

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Job Advert



WESTERN ISLES HOSPITAL, STORNOWAY, ISLE OF LEWIS, HS1 2AF

Clinical Development Fellow

£45,504 - £71,550 per annum

Band 1B rota

Plus Distant Islands Allowance of £1,349 per annum

40 hours per week

Fixed Term Post 12 months

An exciting opportunity to the role of Clinical Development fellow at Western Isles Hospital. The post is available from 5th August 2025 and is 1 year fixed term post. All applicants should have completed Foundation Programme or equivalent.

Posts will include access to in house education sessions every week, protected personal development time, as well as a diverse of clinical opportunities.

You will be part of our Junior Doctor team, covering a wide range of clinical specialities including General and Acute Medicine, General Surgery, Trauma and Orthopaedics, Obstetrics and Gynaecology, and Emergency Medicine. Personal development needs or preferences will be accommodated where at all possible.

We welcome motivated, enthusiastic and organised individuals, who wish to be part of a dynamic Rural health care facility.

For further information regarding this post, please contact: Dr Elizabeth Beattie, Associate Medical Director on elizabeth.beattie@nhs.scot.

The successful applicant will be required to register with the PVG Scheme (Protecting Vulnerable Groups Scheme). This post is not eligible for relocation expenses.

All NHS Western Isles vacancies appear on the NHS Scotland website: apply.jobs.scot.nhs.uk, along with a job description.

Tha beàrnan-obrach NHS Eilean Siar uile gu léir a' nochdadh air làrach-lìn NHS na h-Alba <https://apply.jobs.scot.nhs.uk/>, còmhla ri dealbh-obrach.

If you have any further queries, please contact Tel: 01851 762027.

JOB DESCRIPTION

1. JOB IDENTIFICATION	
Job Title:	Clinical Development Fellow
Responsible to (insert job title):	Medical Director, NHS Western Isles
Department(s):	Acute Medicine
Base:	Western Isles Hospital, Stornoway, Isle of Lewis
Operating Division:	Medical
Job Reference:	
No of Job Holders:	2
Last Update (insert date):	

2. JOB PURPOSE

Working with the Director of Medical Education, Service Leads and the local teams in NHS Western Isles, these posts will give successful applicants the opportunity to experience acute care clinical specialties to them before committing to a programme of training through a Core or Specialty application. These posts will offer successful applicants the opportunity to develop their clinical and professional competence in a purposeful and supervised manner as an assist to overall Curriculum Vitae (CV) development.

The exact format of each post will be agreed with the successful applicant, allowing for a flexible and innovative opportunity, the Service Lead of the base specialty and the Director of Medical Education. Fellows will be expected to contribute to existing rotas within specialties and the following general principles will apply;

Within an average 48 hours per week contract, each fellow will contribute approximately:

- 24-28 hours per week of Supervised Clinical activity under the mentorship of a permanent staff member
- 12 hours per week of OOHs [out of hours] clinical activity e.g. Emergency take or weekend cover, approximately.
- 8 hours per week Personal and Professional Development (PPD)

PPD will take the form of some or all of these components:

- Service development and delivery
- Management and leadership skills development
- Research skills development
- Quality Improvement skills development and activity linked to safety and quality improvement

- Education/clinical teaching development and delivery

Specific development projects may be linked to certain posts but successful candidates may also suggest their own projects.

The clinical development will be combined with supervised and directed activity linked to an area of mutual professional interest including clinical teaching, research, quality improvement and safety, management and leadership development.

3. DIMENSIONS

NHS Western Isles is responsible for providing healthcare to the population of the Western Isles, made up of approximately 26,500 people and employs around 1030 staff. There are three hospitals run by NHS Western Isles, the largest is Western Isles Hospital, a rural general hospital located in Stornoway.

The Western Isles is a remarkable place – big skies, beautiful beaches, spectacular starry nights and, at times, exhilarating winter storms. Living here is both challenging and fulfilling. We were, after all, recently voted as being the happiest place to stay in the UK, one of the best places to bring up a family and the best island in Europe.

NHS Western Isles works alongside mainland Health Boards and other local organisations, including the local authority and third sector (voluntary) organisations, to provide a wide range of healthcare services to the local population. Where possible, services are provided locally, in the Western Isles, but for specific procedures and more specialties services, we work with mainland partners to provide services in other areas.

What can I do when I'm not working?

The North of Scotland offers a fantastic range of adventurous outdoor activities with opportunities for skiing, snowboarding, climbing, road racing, mountain biking and a whole lot else on your doorstep. If you're looking for outdoor recreation, then this job can offer a sense of calm, space and openness that is unrivalled wherever you are based. This is big country, with wide skies and dramatic seascapes, and rolling moors merging into rugged peaks. The North of Scotland is a top destination for surfers with locals and tourists coming to the region specifically to surf if you fancy getting your feet (and the rest of you) wet!

If you prefer a more laid back approach, the North of Scotland has a great selection of restaurants and eateries to suit all tastes and music festivals like Belladrum, Orkney Folk Festival and the Hebridean Celtic Festival and prove to be a great way to spend your time off.

4. ORGANISATIONAL POSITION

Directly accountable to: Medical Director, NHS Western Isles

Professionally responsible to: Supervising Senior Medical Staff

5. KEY RESULT AREAS

The **Medical Education team** in NHS Western Isles aims to develop and implement their educational strategy including:

- Oversight of the quality of both post-graduate and undergraduate medical education in clinical areas.
- Liaison with Deanery and medical schools to ensure GMC quality standards are monitored and reported upon
- Allocating and/or coordinating financial, logistical and event-based resources to support undergraduate and post-graduate learning.
- Maintains and assists in training of a clinical educators network at all levels.
- Integration of training into the demands of a clinical service and ensure safety of our patients through appropriate and graded supervision and support for training doctors.
- Ensure UG students of medicine are prepared for clinical practice through engagement with relevant and rewarding experiences in the clinical setting

7 EQUIPMENT

Simulation equipment including models and SMOTs systems.

Networked PC/Internet access.

Ward based medical equipment.

8. ASSIGNMENT AND REVIEW OF WORK

Job Revision

This job description should be regarded only as a guide to the duties required and is not definitive or restrictive in any way. It may be reviewed in the light of changing circumstances following consultation with the post holder. This job description does not form part of the contract of employment.

Training Approval

These posts are **not** recognised for training but have been designed in consultation with the Postgraduate Dean in relation to future employment status and eligibility for Core or Specialty training and are built on sound educational governance principles. An appraisal interview will be organised towards the end of the post/ annually, in keeping with GMC requirements for revalidation.

9. COMMUNICATIONS AND RELATIONSHIPS

The post holders will be expected to establish and maintain extremely good communications and working relationships with a wide range of staff, including:

- Service Lead of the parent acute care specialty who will act as immediate Line manager
- Supervising Staff members from Medical, Clinical and Allied Health Professional backgrounds

- Academic mentor/ named Clinical Supervisor
- Director of Medical Education
- Colleagues in training grades at Foundation, Core and Specialty level

10. KNOWLEDGE, TRAINING AND EXPERIENCE REQUIRED TO DO THE JOB

These posts are aimed at **FY2+** level i.e. those Doctors who have completed the UK Foundation programme and hold an FAcD 5.2 or equivalent as a minimum requirement, having being assessed as "acute take safe" under supervision, looking for some experience of acute care specialties in which they may have a longer term interest, or to provide a professional development adjunct to any future clinical activity if interested in another non-acute specialty longer term.

Medical Clearance

The offer of appointment is subject to the post holder undergoing relevant clearances and health checks as dictated by HR Recruitment and Occupational Health.

Qualifications and Experience & Medical Negligence

The post holder must (at the time of commencement of employment) have full registration with a licence to practice with the General Medical Council (GMC). Ideally applicants will have recently completed a UK based Foundation Programme and understand the UK Healthcare system.

NHS Western Isles takes responsibility for expenses and damages arising from medical negligence where they, as the employer, are vicariously liable for the acts and omissions of their medical and dental staff. However the appointee is strongly advised to maintain separate medical defence or insurance cover for all work which does not fall within the scope of NHS Western Isles' indemnity scheme, details of which are given in NHS Circular 1989(PCS)32, a copy of which is available to the successful candidate upon request.

Please also see **NHS WESTERN ISLES - PERSON SPECIFICATION GUIDANCE** section below.

11. STANDARD ELEMENTS

STANDARD ELEMENTS

Confidentiality

Comply with all approved NHSWI Policies and Procedures. Comply with NHSWI Communication Strategy and Media Strategy.

This involves taking the necessary precautions when transmitting information only disclosing it to those who have the right and need to know it.

All personal health information is held under strict legal and ethical obligations of confidentiality.

NHS staff must follow guidance (NHS Code of Practice on Protecting Patient Confidentiality) before disclosing any patient information. All staff must respect confidentiality of all matters that they may learn relating to their employment, other members of staff, patients and their families.

Health and Safety:

Assist in maintaining own and others' health, safety and security.



This involves:

- a) Complying with Board health and safety policies, procedures and participating in mandatory training.
- b) Maintaining a safe working environment and reporting any issues of concern as appropriate.

NHS Western Isles attaches the greatest importance to the health and safety of its employees. It is the Board policy to do all that is reasonable to prevent personal injury and hazard to health by protecting staff and others including the public from foreseeable hazards compatible with the provision of proper services to patients. The Board expects its entire staff to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions at work. More detailed information is given in departmental safety policies where appropriate.

Ensure own actions support equality, diversity and rights.

This involves:

- a) Acting in ways consistent with the Board's policies and procedures.
- b) Treating those you come into contact with equitably and with respect.
- c) Recognising the need for aids or adaptations.

15. JOB DESCRIPTION AGREEMENT

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder's Signature:

Head of Department Signature:

Date:

Date:14.05.2025



NHS WESTERN ISLES - PERSON SPECIFICATION GUIDANCE

Job Title: Clinical Development Fellow (Acute Care Specialities)

Department: Acute specialities

Location: Western Isles Hospital

1. Requirement	2. Essential	3. Desirable
Qualifications	<p>MBBS or equivalent medical qualification</p> <p>FACD 5.2 for successful completion of Foundation Year 2 or equivalent</p> <p>(ALS) Advanced Life Support Certificate from the Resuscitation Council UK or equivalent (as required to complete Foundation competences) by intended start date</p>	<p>Distinction, prizes or honours during Postgraduate training</p> <p>ATLS/CRISP Instructor Status</p> <p>FRCS (Gen Surg) or MRCP (UK) Part 1</p> <p>Additional related qualifications, e.g. intercalated degree, BSc, BA, BMedSci or equivalent</p>
GMC/Specialist Registration	Full registration from GMC with a licence to practice	
Clinical Experience	<p>Eligible for full registration with the GMC at time of appointment and hold a current licence to practice.</p> <p>Evidence of achievement of postgraduate medical training in line with GMC standards/Good Medical Practice.</p> <p>Ability to apply sound clinical knowledge and judgement to problems</p> <p>Ability to prioritise clinical need</p> <p>Ability to maximise safety and minimise risk</p> <p>Recognition of, and ability to undertake the initial management of, an acutely ill patient.</p>	Well-presented log book or professional portfolio
Teaching & Training	<p>Enthusiastic in teaching clinical skills in the workplace or training environment.</p> <p>Evidence of contributing to teaching & learning of others</p>	<p>Experience of simulation based teaching</p> <p>Has successfully completed a 'training the trainers' or 'teaching skills' course</p>
Research & Audit Experience	<p>Research Skills:</p> <p>Demonstrates understanding of the basic principles of audit, clinical risk</p>	Evidence of relevant academic & research achievements e.g. degrees, prizes, awards,

	<p>management & evidence-based practice</p> <p>Understanding of basic research principles, methodology & ethics, with a potential to contribute to research</p> <p>Audit: Evidence of active participation in audit</p>	<p>distinctions, publications, presentations, other achievements</p> <p>Evidence of participation in risk management and/or clinical/laboratory research</p>
Eligibility	Eligibility to work in the UK	
Fitness to Practice	Is up to date and fit to practice safely without restriction	
Health	Meets professional health requirements (in line with GMC standards/Good Medical Practice) and informs of any health issues or restrictions that may affect training.	

A Place to Live

The quality of life in the Western Isles, particularly for those with families, is outstanding: a safe space to bring up children, stress-free commutes with jaw-dropping views, and the opportunity to stroll along our pristine beaches or explore our dramatic scenery on your days off.

Community spirit is at the heart of the Western Isles. It is close-knit and welcoming, residents are proud of the place where they live and are keen to support young and old. The islands have a strong cultural identity stemming from their distinctive history.

Although the islands are remote, you can still keep connected with the wider world. There are frequent transport links to the mainland via ferries and three island airports – Barra, Benbecula, and Stornoway. The Air Discount Scheme (cheaper flights for islanders) and Road Equivalent Tariff (subsidised ferry fares) ensure transport is affordable. High-speed internet is widely available and allows islanders to stay connected globally.

Local Primary and Secondary Schools provide high quality education with the opportunity to learn through the Gaelic language. There is a network of excellent sport and leisure facilities in the Western Isles with annual cultural festivals and venues with live entertainment.

Key worker housing can be applied for through Hebridean Housing Partnership.

Useful Information

cne-siar.gov.uk Comhairle nan Eilean Siar (Western Isles Council - for more information on Schools, leisure and culture)
visitouterhebrides.co.uk (for more information on our islands and what to see and do)

A Place to Work

NHS Western Isles employs over 1000 staff over a number of sites, including:

- Ospadal nan Eilean Siar (Western Isles Hospital), Stornoway
- Ospadal Uibhist agus Bharraigh (Uist and Barra Hospital), Benbecula
- St Brendan's Hospital, Barra
- A number of GP and Dental Practices across the island chain
- A variety of community-based health services

Being part of a smaller team with a flat management structure provides the opportunity to widen your experience and be involved in a range of planning and decision-making that you might not otherwise experience in a larger setting. Our patients are our community, and there is opportunity to contribute to multi-disciplinary and holistic care to patients and families across healthcare settings.

Support and development are central to NHS Western Isles' ethos, and this involves working in partnership with the University of the Highlands and Islands, NHS Education for Scotland, and other higher education institutions. Our Professional Practice and Learning team will support and advise you on your learning journey. Many opportunities can now be accessed remotely through online learning. Regular clinical training is available and scenario-based learning is available in our recently-installed sim lab.

The Western Isles has a range of employment opportunities in the public and private sector for those that are relocating as a family. Please contact us and we can direct you to vacancies that might be suitable.

All staff are valued equally and we welcome and encourage those from diverse backgrounds to come and work for us.



