IMPERIAL COLLEGE HEALTHCARE NHS TRUST
FACULTY OF MEDICINE, IMPERIAL COLLEGE LONDON

JOB DESCRIPTION
MICROSURGICAL RECONSTRUCTIVE FELLOWS

REF:

1. THE POSTS

Imperial College Healthcare NHS Trust has an exciting opportunity for applicants to apply for Fellowships (SpR Equivalent) in Microsurgical Reconstruction to join the Trust Department of Plastic and Reconstructive Surgery. One post is due to commence in February 2018 for a fixed term period of 5 months with a possibility of extension. Other fixed term 6 and 12 months posts may also be appointed to the longer term so suitable applicants are encouraged to apply.

The Department specializes in microsurgical reconstruction; head and neck reconstruction, breast reconstruction and extremity reconstruction. There is also increasing activity at the Trust’s Level 1 Major Trauma Centre at St Mary’s Hospital. The Department is responsible for the care of general Plastic Surgery patients with an emphasis on tertiary referrals and undertakes between 200-250 free flaps per year.

The Microsurgical Reconstructive Fellow will be expected to provide guidance to the more junior Registrars in General Plastic Surgery and will work an equivalent on call rota which is currently 1:9 with prospective cover. The post does not have Post Graduate Dean approval but has been recognised by the SAC so that the successful applicant can prospectively apply for the time to be recognised for training. The post-holder is encouraged to partake in and publish projects that have been established, as well as newer studies, and present the results at local and national meetings.

Applicants must possess the MRCS or equivalent exam. Candidates must be eligible for registration or hold full registration with the GMC. Microsurgical experience such as previous fellowship is desirable but not essential.

2. IMPERIAL COLLEGE HEALTHCARE NHS TRUST

Imperial College Healthcare NHS Trust was created on October 1, 2007 by merging St. Mary’s NHS Trust and Hammersmith Hospitals NHS Trust and integrating with the faculty of medicine of Imperial College London. One of the largest NHS trust in the country, we have come together to establish the UK’s first academic health science centre (AHSC). The Trust has an annual turnover of over £950 million, approximately 10,000 staff, and it see over 500,000 patients a year.

The creation of the AHSC, a partnership between the NHS and Imperial College London, is a major advance for patient care, clinical teaching and scientific invention and innovation. The fusion of the different strands of our work and the achievements that can now be realised will lead to significant benefits for patients and greater advances in healthcare than could be delivered apart.

Imperial College Healthcare NHS Trust already has a world-leading reputation. Hammersmith and St Mary’s hospitals have two of the highest clinical ratings in the country, rated second and third best Trusts for clinical performance, quality of care and safety.

The Trust was awarded the status of a generic Biomedical Research Centre by the National Institute of Health Research (NIHR) in 2006 for its excellence in translational and clinical research – one of only 5 in the UK.

Imperial College London has a campus on all main sites and is increasingly integrated with all the clinical specialties. The Clinical Sciences Centre of the Medical Research Council (MRC) is also based at Hammersmith Hospital providing a strong foundation for clinical and scientific research.
3. THE AHSC VISION AND MISSION

The vision for our academic health science centre (AHSC) is that the quality of life of our patients and local populations will be vastly improved by taking the discoveries that we make and translating them into medical advances - new therapies and techniques - and by promoting their application in the NHS and around the world, in as fast a timeframe as is possible.

Our mission is to make our AHSC one of the top five AHSCs in the world within the next ten years, channeling excellence in research to provide world-class healthcare for patients.

Achieving this challenging mission will significantly improve the quality of healthcare for the local community, London and the UK as a whole, and enhance the UK's position as a global leader in biomedical research and healthcare.

Sir Richard Sykes is the chair of the organisation and Mark Davies is the Chief Executive.

Chairman
Sir Richard Sykes
CEO
Professor Nick Cheshire and Bill Shields
AHSC Director
Professor David Taube
Medical Director
Dr Chris Harrison
Chief Financial Officer
Marcus Thorman
Director of Nursing
Professor Janice Sigsworth
Director of Research
Professor Jonathan Weber
Director of Education
Dr Jeremy Levy

We need all our staff to work together to fulfil the promise of the AHSC, and all staff need to be inspired to share in making discoveries and finding new ways of treating patients. We are tearing down institutional barriers to enable this to happen, and devising new ways of working between doctors, scientists, nurses, administrators and managers. We have already made a start with our innovative Divisional Structure.

The clinical services of the Trust are organised into 4 Divisions which are clinician led and have the autonomy to organise themselves into optimum vehicles for the delivery of world class, integrated research and healthcare.

<table>
<thead>
<tr>
<th>Divisions</th>
<th>Director</th>
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<tbody>
<tr>
<td>Medicine</td>
<td>Professor Tim Orchard</td>
</tr>
<tr>
<td>Surgery and Cancer/Clinical Haematology</td>
<td>Professor Jamil Mayet</td>
</tr>
<tr>
<td>Investigative Services and Clinical Support</td>
<td>Dr Julian Redhead</td>
</tr>
<tr>
<td>Women’s and Children</td>
<td>Dr TG Teoh</td>
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</tbody>
</table>

Each Division has a Director of Research (usually a Head of Division) and a Director of Education, who will work with the Divisional Director to ensure that opportunities for translational research and postgraduate education for all staff are maximised.

4. IMPERIAL COLLEGE LONDON

Imperial College London consistently achieves one of the highest rankings nationally and internationally, as listed in the Times Higher QS World University Rankings 2010-2011.

The Rector, Sir Keith O’Nions FRS, is the College’s academic head and chief executive officer. The Chairman of the Court and Council is Baroness Eliza Manningham-Buller.

4.1 The Mission

Imperial College embodies and delivers world class scholarship, education and research in science, engineering and medicine, with particular regard to their application in industry, commerce and healthcare. We foster interdisciplinary working internally and collaborate widely externally.
4.2 Strategic Intent

The College's vision and intent is to:

Continue to be a world-leading institution for scientific research and education,

To harness the quality, breadth and depth of our research capabilities to address the difficult challenges of today and the future,

To develop the next generation of researchers, scientists and academics,

To provide an education for students from around the world that equips them with the knowledge and skills they require to pursue their ambitions,

To make a demonstrable economic and social impact through the translation of our work into practice worldwide,

To engage with the world and communicate the importance and benefits of science to society.

4.3 Formation and History

Imperial College was established in 1907 in London’s scientific and cultural heartland in South Kensington, as a merger of the Royal College of Science, the City and Guilds College and the Royal School of Mines. St Mary’s Hospital Medical School and the National Heart and Lung Institute merged with the College in 1988 and 1995 respectively and Charing Cross and Westminster Medical School and the Royal Postgraduate Medical School merged on 1 August 1997, thereby creating the Faculty of Medicine. The Kennedy Institute of Rheumatology became a Division of the Faculty of Medicine in 2000. In addition to the Faculty of Medicine there are the Faculties of Engineering, Natural Sciences, and Medicine and the Tanaka Business School.

In July 2007 the Queen granted a new royal charter which declared Imperial College an independent university in its own right, awarding its own degrees. Until then Imperial was an independent constituent part of the University of London, awarding University of London degrees.

4.4 Staff and Students

The academic and research staff of 3,397 includes 72 Fellows of the Royal Society, 77 Fellows of the Royal Academy of Engineering, 81 Fellows of the Academy of Medical Sciences, one Fellow of the British Academy, four Crafoord Prize winners and two Fields Medalists. Fourteen Nobel Laureates have been members of the College either as staff or students.

The College has 14,342 students, of whom 37 percent are postgraduate. Thirty per cent of students come from outside the European Union. External assessment of the College’s teaching quality in many different subject areas has been judged to be of high standard. The proportion of women students is 36 percent of the total.

4.5 Research

The quality of the College’s research has been judged consistently to be of the highest international standard and the proportion of income from research grants and contracts is one of the highest of any UK university.

The concentration of research in science, engineering and medicine gives the College a unique and internationally distinctive research presence. Interdisciplinary working is fostered at the College through its institutes and centres, which include the Institute of Biomedical Engineering, the Grantham Institute for Climate Change and the Energy Futures lab. Their strength lies in the expertise drawn together from across Imperial to tackle some of the world’s greatest problems.
Imperial’s enterprise culture ensures that discoveries in the lab are quickly translated to the market place. The technology transfer company Imperial Innovations draws upon a pipeline of technology emanating from Imperial’s research. In 2006-07 the company had equity holdings in 74 companies. The College made 366 invention disclosures to the company during the same period.

### 4.6 Teaching and Learning

The College’s overall educational aim is to ensure a stretching and exhilarating learning experience. While maintaining its traditional emphasis on single honours degree courses, Imperial also aims to give students the opportunity to broaden their experience through courses relevant to student and employer needs.

In its MSc. course provision, the College seeks to provide a wide range of specialist courses in areas in which it has particular expertise. Many of those offered by non-medical departments emphasise the valuable interaction between scientific/technological training and industrial experience, whilst those offered by the medical departments focus on subjects at the interface between basic science and medicine and on specialist education for doctors and other health professionals in training. In addition, the College’s wide range of PhD programmes reflect its aim of pursuing research at the frontiers of scientific, engineering, management and medical knowledge and the increasingly interdisciplinary nature of this research.

The Centre for Educational Development raises and consolidates the profile of learning, teaching and educational development throughout the College. Newly-appointed non-clinical lecturers will be expected to develop and expand their teaching skills, and there are many learning and teaching activities for more experienced staff.

On 1 October 2011, the Graduate School of Life Sciences and Medicine merged with the Graduate School of Engineering and Physical Sciences, to form a single entity. The merged Graduate School is the focus of postgraduate education and research and maintains, enhances and monitors quality, disseminates best practice, while initiating and developing new programmes, particularly those with an interdisciplinary slant. It also has quality assurance responsibilities for the two non-faculty departments of Humanities and the Business School.

The College’s teaching quality is audited regularly, both internally and externally. Recent external audit found teaching quality to be of a high standard.

### 4.7 Location

The College now has one of the largest operational estates of any UK University. It includes seven central London campuses: the main South Kensington Campus, Charing Cross Campus, Chelsea and Westminster Campus, the Hammersmith Campus, the Northwick Park Campus, the Royal Brompton Campus and St Mary’s campus; there are also two campuses outside London: the Silwood Park and Wye Campuses.

Silwood Park, a postgraduate campus at Ascot in Berkshire, houses the Ecology and Evolution Section of the Biology Division, in the Department of Life Sciences. The successful Master’s courses in Crop Protection, Forest Protection and Ecology, Evolution and Conservation are run at Silwood together with the newly created Master’s course in Conservation Science, and there is a thriving postgraduate community. The campus houses excellent research facilities and a wide range of natural environments. The NERC funded Centre for Population Biology is also based at Silwood, together with a Business Centre.

### 4.8 THE FACULTY OF MEDICINE

The Faculty of Medicine is one of Europe’s largest medical institutions – in terms of its staff and student population and its research income. It was established in 1997, bringing together all the major West London medical schools into one world-class institution. It maintains close links with a number of NHS Trusts with whom it collaborates in teaching and research activities.
Although on several sites, its academic Schools, Institutes and Departments function as one Faculty, fully integrated within the College. The current Dean, Professor Dermot Kelleher, took up his appointment in October 2012.

There are five academic Schools, Institutes and Departments:

**Schools, Institutes and Departments** | **Head of School/Institute/Department**
--- | ---
Department of Medicine | Professor Gavin Screaton
Department of Surgery and Cancer | Professor Jeremy Nicholson
Institute for Clinical Sciences | Professor Amanda Fisher
National Heart and Lung Institute | Professor Kim Fox
School of Public Health | Professor Elio Riboli

**Faculty Centre**

Dean | Professor Dermot Kelleher
Vice Dean and Director of Education | Professor Jenny Higham
Vice Dean (Research) | Professor Jonathan Weber
Director of the Graduate School | Professor Susan Gibson
THE POST

Title of Post: Microsurgical Reconstructive Fellow (SpR Equivalent)
Location: Imperial College Healthcare NHS Trust
Responsible to: Mr Jon Simmons (Clinical lead)

Location of Duties.

The Plastic Surgery Service at Imperial College Healthcare NHS Trust offers a full range of Plastic Surgery procedures to local residents and a nationwide service to those requiring the unit’s specialist expertise. The majority of the elective work is carried out at The Charing Cross site and the Department also supports the Major Trauma Unit at St Mary’s.

Inpatient services comprise general Plastic Surgery and the specialist service of breast reconstruction, extremity reconstruction, head and neck reconstruction and elective hand surgery. Inpatients are accommodated in one Plastic Surgery ward and surgery is carried out in dedicated operating theatres. There is, in addition, an excellent Day Surgery Unit where both local and general anaesthetic day surgery lists are undertaken.

There is a close relationship with many other departments across all the hospitals in the Trust and involvement in the multi-disciplinary head and neck oncology clinic, skin cancer clinic, lower limb clinic and breast reconstruction clinic. The duties of the post are performed at the 3 hospitals across the Imperial College Healthcare NHS Trust; Charing Cross, St Mary’s and Hammersmith Hospitals but the majority of this post will be at the Charing Cross and St Mary’s sites, including providing on call cover out-of-hours.

The Department:

The Department has offices on 12 floor East wing of the Charing Cross Hospital and in the Mary Stanford Wing of St Mary’s Hospital. The Department consists of 9 Consultant Plastic Surgeons and 2 Associate Specialists, 4 Specialist Registrars, 2 Microsurgery Fellows (including these posts), 1 Extremity Reconstruction Fellow, 1 Junior Hand Trauma Fellow, 1 Trust Registrar and 5 SHOs.

Mr Jon Simmons – Clinical Lead: Specialist interest in major trauma, lower limb trauma and elective hand surgery.

Mr Shehan Hettiaratchy: Specialist interest in major trauma, lower limb trauma, upper limb reconstruction and elective hand surgery.

Miss Jude Hunter: Specialist interest in breast reconstruction.

Professor Abhilash Jain: Specialist interest in major trauma, lower limb trauma & elective hand surgery.

Mr Navid Jallali –Specialist interest in head & neck reconstruction, breast reconstruction and skin cancer.

Mr Graham Lawton: Specialist interest in major trauma, lower limb trauma & elective hand surgery.

Mr Simon Wood: Specialist interest in head & neck reconstruction, breast reconstruction and skin cancer.
Mr Frank Henry: Locum Consultant: specialist interest in breast reconstruction, head & neck reconstruction and facial reanimation

Mr Matt Ives: Locum Consultant: Specialist interest in major trauma, lower limb trauma and elective hand surgery.

Ms Liz Dex: Associate Specialist

Ms Lada Lysakova: Associate specialist

Main Duties and Responsibilities

The Microsurgical Reconstructive fellow (SpR equivalent) will be on the on call rota with the Specialist Registrars. The post does not have Post Graduate Dean approval but has been recognised by the SAC so that the successful applicant can prospectively apply for the time to be recognised for training.

The Fellow will work closely with all Consultants in the care of both routine and emergency clinical problems. It is expected that the post holder will have the opportunity to attend the majority of the microsurgical procedures; however, it is not to the exclusion of the experience and requirements of the Specialist Registrars training. The Microsurgical Fellow should reach a level that they learn to supervise less experienced trainees in microsurgery.

The post-holder will see all patients admitted to the Plastic Surgery Unit and perform a daily ward round with the other Specialist Registrars and Senior House Officers. The post-holder is required to see plastic surgical emergency patients in the Emergency Departments of the Trust Hospitals and patients referred to the service from other firms in the Trust. The Fellow will be expected to provide support to the Major Trauma Centre at St Mary's Hospital. The Fellow will be expected to assist Consultants in the operating theatre and will undertake elective and emergency surgery personally, with supervision when appropriate. The Fellow will attend weekly outpatient clinics.

The Fellow with his/her colleagues will ensure adequate teaching and supervision is provided for the Plastic Surgery SHOs. It is the responsibility of the Fellow to ensure that communication within the Plastic Surgery service is as effective as possible, keeping both the Consultants and Senior Nursing staff informed of the clinical management of all patients admitted to the Plastic Surgery wards.

Detailed protocols for clinical management are available in the department which the post-holder is expected to adhere to at all times.

Educational objectives:
To develop the post-holder's clinical and surgical expertise in Plastic Surgery in general; however, this is not a recognized training post.

The post-holder will be encouraged to partake in and publish projects that have been established, as well as newer studies, and present the results at local and national meetings.
MAIN CONDITIONS OF SERVICE FOR MEDICAL STAFF

The post holder will be indemnified by the Trust for all NHS work undertaken as part of his/her contract of employment.

The post holder is encouraged to take out adequate defence cover as appropriate to cover them for any work that does not fall within the scope of the indemnity scheme (contract of employment).

Salary scale: £29,705 - £46,708

London Weighting: £2162

Trust arrangements for adherence to the EU Working Time Directive are in place.

Clinical Governance and Risk Management
The Trust believes everyone has a role to play in improving and contributing to the quality of care provided to our patients. As an employee of the Trust you are expected to take a proactive role in supporting the Trust's clinical governance agenda by:
- Taking part in activities for improving quality such as clinical audit
- Identifying and managing risks through incident and near miss reporting and undertaking risk assessments
- Following Trust policies, guidelines and procedures
- Maintaining your continue professional development

All Clinical staff making entries into patient health records are required to follow the Trust standards of record keeping

All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and when requested to co-operate with any investigation undertaken.

Information Quality Assurance
As an employee of the Trust it is expected that you will take due diligence and care in regard to any information collected, recorded, processed or handled by you during the course of your work and that such information is collected, recorded, processed and handled in compliance with Trust requirements and instructions.

Freedom of Information
The post holder should be aware of the responsibility placed on employees under the Freedom of Information Act 2000 and is responsible for helping to ensure that the Trust complies with the Act when handling or dealing with any information relating to Trust activity.

Management of a Violent Crime
The Trust has adopted a security policy in order
- to help protect patients, visitors and staff
- to safeguard their property

All employees have a responsibility to ensure that those persons using the Trust and its services are as secure as possible.

Pension Scheme
Membership of the NHS Pension Scheme is available to all employees over the age of 16. Membership is subject to the regulations of the NHS Pension Scheme, which is administered by the NHS Pensions Agency. Employees who subsequently wish to terminate their membership must complete an opting out form - details of which will be supplied upon you making a request to the Trust's Pensions Manager, based in payroll. A contracting-out certificate under the Pension Schemes Act 1993 is in force for this employment and, subject to the rules of the Scheme, if you join the Scheme your employment will be contracted-out of the State Earnings Related Pension Scheme (SERPS).
Health and Safety at Work

a) It is the duty of every employee while at work not to intentionally or recklessly interfere with anything provided in the interest of health and safety, including anything provided in pursuance of statutory provision.

b) It is the duty of everyone while at work to take reasonable care of the Health and Safety of themselves and other persons who may be affected by acts or omissions at work.

c) It is the duty of every employee while at work to co-operate with the employer in ensuring that all statutory and other requirements are complied with.

Statutory Medical Examination
All appointments are conditional upon prior health clearance by the Trust's Occupational Health Service. Failure to provide continuing satisfactory evidence will be regarded as a breach of contract.

Professional Registration/Licence to Practice
Staff undertaking work which requires professional/state registration/licence are responsible for ensuring that they are so registered/licensed and that they comply with any Codes of Conduct applicable to that profession. Proof of registration/licence to practice must be produced on appointment and, if renewable, proof of renewal must also be produced.

Disclosure and Barring Service
Applicants for posts in the NHS are exempt from the Rehabilitation of Offenders Act 1974. All applicants who are offered employment will be subject to a Disclosure and Barring Service check before the appointment is confirmed. This includes details of cautions, reprimands, final warnings, as well as convictions. Further information is available from the Disclosure and Barring Service website at https://www.gov.uk/government/organisations/disclosure-and-barring-service

Equal Opportunities
The Trust believes that all employees have the right to be treated with dignity and respect. Failure to comply with or adhere to the Trust's Equal Opportunities Policy will be treated as misconduct under the Trust's Disciplinary Policy and Procedure.

The Trust requires that in return you treat others with dignity and respect and that you do not harass or otherwise discriminate against any other member of staff, patient or visitor to the Trust or employees of any associated employers or contractors of the Trust on the grounds of race, colour, sex, age, disabilities, religious beliefs or sexual orientation.

Fitness to Practice
Prior to making an appointment to a post, the Trust needs to establish if applicants for such positions have ever been disqualified from the practice of a profession or required to practice subject to specified limitations following fitness to practice proceedings by a regulatory body in the UK or in another country, and whether they are currently the subject of any investigation or proceedings by any body having regulatory functions in relation to health/social care professionals, including such a regulatory body in another country.

Car Parking and Public Transport
There are pay and display and permit holders only car parks at all hospital sites. Information on transport links is available at http://www.imp...nhs.uk/maps/map.htm

Security
Employees are required to wear security badges at all times
Variation
The job description gives a general outline of the duties of the post and is not intended to be an inflexible or finite list of tasks. It may be varied, from time to time after consultation with the post holder.

Professional Association/Trade Union Membership
It is the policy of the Trust to support the system of collective bargaining and as an employee in the Health Service you are therefore encouraged to join a professional organisation or trade union. You have the right to belong to a trade union and to take part in its activities at any appropriate time and to seek and hold office in it. Appropriate time means a time outside working hours.

Work Visa/Permits/Leave to Remain
If you are a non-resident of the United Kingdom or European Economic Union, any appointment offered will be subject to the Resident Labour Market test (RLMT). The Trust is unable to employ or continue to employ you if you do not obtain or maintain a valid Right to Work (leave to remain).

Safeguarding children and vulnerable adults
Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of the specific duties relating to their role.

Confidentiality

Conflict of Interests
You may not without the consent of the Trust engage in any outside employment and in accordance with the Trust’s Conflict of Interest Policy you must declare to your manager all private interests which could potentially result in personal gain as a consequence of your employment position in the Trust. In addition the NHS Code of Conduct and Standards of Business Conduct for NHS Staff require you to declare all situations where you or a close relative or associate has a controlling interest in a business (such as a private company, public organisation, other NHS or voluntary organisation) or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently, whenever such interests are gained. You should not engage in such interests without the written consent of the Trust, which will not be unreasonably withheld. It is your responsibility to ensure that you are not placed in a position which may give rise to a conflict of interests between any work that you undertake in relation to private patients and your NHS duties.

Code of Conduct
All staff are required to work in accordance with the code of conduct for their professional group (e.g. Nursing and Midwifery Council, Health Professions Council, General Medical Council, NHS Code of Conduct for Senior Managers).

NHS Constitution
The NHS Constitution establishes the principles and values of the NHS in England. You should aim to maintain the highest standards of care and service, treat every individual with compassion and respect, take responsibility for the care you provide and your wider contribution, take up training and development opportunities provided, raise any genuine concern you may have about a risk, malpractice or wrongdoing at work, involve patients, their families and carers fully in decisions, be open if anything goes wrong and contribute to a climate where the reporting of, and learning from,
errors is encouraged. You should view the services you provide from a patient’s standpoint and contribute to providing fair and equitable services for all.

The above is a brief summary; you are encouraged to access the full document at: www/nhs.uk/constitution

**Infection control**

It is the responsibility of all staff, whether clinical or non-clinical, to familiarise themselves with and adhere to current policy in relation to the prevention of the spread of infection and the wearing of uniforms.

**Clinical staff** – on entering and leaving clinical areas and between contacts with patients all staff should ensure that they apply alcohol gel to their hands and also wash their hands frequently with soap and water. In addition, staff should ensure the appropriate use of personal protective clothing and the appropriate administration of antibiotic therapy. Staff are required to communicate any infection risks to the infection control team and, upon receipt of their advice, report hospital-acquired infections in line with the Trust's Incident Reporting Policy.

**Non clinical staff and sub-contracted staff** – on entering and leaving clinical areas and between contacts with patients all staff should ensure they apply alcohol gel to their hands and be guided by clinical staff as to further preventative measures required. It is also essential for staff to wash their hands frequently with soap and water.

Staffs have a responsibility to encourage adherence with policy amongst colleagues, visitors and patients and should challenge those who do not comply. You are also required to keep up to date with the latest infection control guidance via the documents library section on the intranet.

**No Smoking**

The Trust operates a non-smoking policy.

**Preliminary Visits**

For informal discussions and further information, interested candidates can contact:

- Mr Frank Henry - francis.henry@nhs.net
- Miss Jude Hunter - judith.hunter7@nhs.net
- Mr Navid Jallali - navid.jallali@nhs.net
- Mr Simon Wood - simon.wood5@nhs.net

**HR Enquires**

Dipti Mahida
Medical Personnel Department
Imperial College Healthcare NHS Trust
St Mary’s Hospital
Praed Street
London W2 1NY

Telephone No: 020 3312 7971
Fax No: 020 3312 1079
## PERSON SPECIFICATION

Post: Microsurgical Reconstructive Fellow in Plastic Surgery

Clinical Lead: Mr Jon Simmons

Chief of Service: Mr Raj Bhattacharya

<table>
<thead>
<tr>
<th>Attributes/skills</th>
<th>Essential</th>
<th>Desirable</th>
<th>Measurement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Qualifications</td>
<td>On GMC registered/licensed Medical Practitioner MRCS</td>
<td>FRCS(Plast)</td>
<td>Application</td>
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<tr>
<td>Higher qualifications</td>
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<tr>
<td>Relevant experience in specialty/Sub specialty</td>
<td>Experience or aptitude for clinical activity appropriate to job description</td>
<td></td>
<td>Application/interview</td>
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<tr>
<td>Clinical skills</td>
<td>Appropriate to job description</td>
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<td>Application/interview</td>
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<tr>
<td>Audit</td>
<td>Understanding of principles of clinical audit</td>
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<td>Application/interview</td>
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<td>Academic achievements including research/publications</td>
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<td>Application/interview</td>
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<tr>
<td>Language</td>
<td>Candidates are able to speak and write English to the appropriate standard necessary to fulfill the job requirements</td>
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<td>Application/interview</td>
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<tr>
<td>Physical requirements</td>
<td>Meets professional health requirements Pre employment health screening</td>
<td></td>
<td>Occupational health Interview</td>
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<tr>
<td>Communication Skills</td>
<td>Adequate written and spoken communications, ability to build rapport, work with others</td>
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<td>Interview</td>
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<td>Skill</td>
<td>Description</td>
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<td>Patient Focused Skills</td>
<td>Empathy, understanding, listening skills, patience, social skills appropriate to different types of patient</td>
<td>Interview</td>
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<tr>
<td>Reliability</td>
<td>Punctuality, attendance, sense of responsibility</td>
<td>Interview/reference</td>
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<td>Flexibility</td>
<td>Able to respond and adapt, to changing circumstances</td>
<td>Interview</td>
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<tr>
<td>Resilience</td>
<td>Ability to cope with setbacks or pressure</td>
<td>Interview</td>
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<td>Thoroughness</td>
<td>Preparedness, commitment</td>
<td>Interview</td>
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<td>Drive/Enthusiasm</td>
<td>Self starter, motivated, shows interest and enthusiasm</td>
<td>Interview</td>
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<td>Probit</td>
<td>Honesty, integrity, appreciation of ethical dilemmas. Must be able to demonstrate and model the key Trust values of respect, care, innovation, pride and achievement.</td>
<td>Interview</td>
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<td>Physical requirements</td>
<td>Occupational health clearance for the role specified</td>
<td>Occupational health Interview</td>
<td></td>
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<tr>
<td>Team Work</td>
<td>Ability to work well with colleagues</td>
<td>Interview</td>
<td></td>
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