



Royal Devon
University Healthcare
NHS Foundation Trust

**CONSULTANT
RECRUITMENT PACK**

**CONSULTANT
INTERVENTIONAL
RADIOLOGIST**

For more information, please contact us:
rduh.medicalhr@nhs.net (Eastern services)



royaldevon.nhs.uk/join-us

A Warm Welcome

Hi, I'm Chris Tidman Deputy Chief Executive Officer of Royal Devon University Healthcare NHS Foundation.

Thank you for the interest that you have shown in working with us, at what is an unprecedented time for healthcare across the UK.

Our Trust is a special place to work. We foster creativity, innovation and a personal approach to high quality patient care.

We are proud of our department and are committed to the further development of this successful and cohesive team and recognise the importance of bringing the very best clinicians to Devon.

Good luck with your application and I look forward to meeting you soon.

Chris Tidman

We welcome enquiries for further information and strongly encourage informal visits either in person or virtually so that you can get a feel for what it's like to work with us. A list of contacts is detailed within this brochure.

JOB TITLE

Consultant Interventional Radiologist

ACCOUNTABLE TO

Radiology Clinical Lead, Associate Medical Director and Medical Director

SPECIALITY

Departments of Clinical Imaging, Royal Devon University Healthcare NHS Foundation Trust (RDUH)

DATE OF VACANCY

From April 2024 onwards

Applicants must have completed specialist training in Clinical Radiology and subspecialist training in IR or significant ongoing IR experience in a consultant post or equivalent.

Cover image:
Exmouth

45 minutes drive
from Royal Devon

Application and Advisory Appointments Committee

Applicants must have completed specialist training in this role prior to taking up the appointment. The expected date of the award of the Certificate of Completion of Training should be no later than six months after the date of AAC interview for this post.

The applicant should also be entered on, or within six months of entry to, the GMC Specialist Register at the time of acceptance of an offer of employment.

Applications are through the NHS Jobs online service at www.jobs.nhs.net. This will take you to the Career Gateway. Please apply using the online application form at this site.

In the interests of equal opportunities, applications or supplementary information submitted by CV will not be accepted. A minimum of three recent references are required, including a satisfactory reference from your current employer or the responsible officer at your current designated body.

“We are committed to flexible working arrangements, including job sharing.”

Why choose the Royal Devon?

Research and innovation

We recognise that research active departments deliver better clinical outcomes for patients and as such we invest continuously in a large programme of profession led and commercial research studies, many of which are internationally recognised and award winning. We have a multi-million pound research facility, dedicated research staff and collaborative links with researchers from across the University. Funded time for the development of research proposals is available for interested consultants.

Service development

The Royal Devon is a newly formed Trust supporting a population of more than 615,000 across more than 2,000 square miles of North, East and West Devon. The scale of operation brings opportunities to establish and develop innovative new services to better meet the needs of our patients.

Teaching

The Royal Devon is a university trust that enjoys close ties with the University of Exeter Medical School. We offer funded time for teaching of medical students and junior doctors. We are planning a regular programme of evening educational meetings to bring teams from both sites together. These meetings will also provide opportunities for your own CPD.

Career progression

The size and structure of our Eastern team creates a strong framework for progression, whilst the flatter structure within our Northern service means rapid progression to areas of increased responsibility.

Investment

The Royal Devon has received significant capital investment over the past 12 months which has allowed the implementation of a single electronic patient record (EPR) across the Trust. This investment has allowed expansion of the specialist nursing teams and improvements to the infrastructure at both base hospitals.

Location and relocation

We are fortunate to be based in the beautiful South West of England and you can choose between the hustle and bustle of the city of Exeter, the rolling moors of Exmoor or the stunning beaches of North Devon. Schools, further education colleges and the University of Exeter are good or outstanding, crime rates are low, and transport links and infrastructure investment are also excellent. We can offer you temporary accommodation to support a visit and a relocation package should you choose to come to Devon. A more comprehensive explanation of all of these elements can be found within this job pack, but if you have any questions then please do get in touch or arrange a visit to come and see us.

About Royal Devon University Healthcare NHS Foundation Trust

We are a newly formed NHS Foundation Trust with a vast geographical footprint, serving a population of over 615,000 people and covering more than 2,000 square miles across Devon.

This makes us one of the largest providers of integrated health care in the UK, and the biggest employer in Devon with a workforce of over 15,000 staff.

Our services include two acute hospitals, 17 community hospitals, outpatient clinics, and community teams who care for people within their own homes. We also provide primary care and a range of specialist services, stretching from coastline to coastline, extending our reach throughout the South West Peninsula as far as Cornwall and the Isles of Scilly.

Established in April 2022, the Royal Devon brings together the expertise of Northern Devon Healthcare NHS Trust and the Royal Devon and Exeter NHS Foundation Trust, embracing change and innovation to develop new medical models, new ways of working, ground-breaking research and huge levels of investment into new infrastructure, equipment and facilities. There has never been a better time to join us.

The Royal Devon is committed to supporting the personal and professional development of our consultant staff and in turn to improve the care offered to our patients. This might include developing or introducing innovative services and bringing these to rural patients, teaching the doctors of tomorrow or undertaking award winning clinical research.

You'll find more information about the role and the Trust in this pack. Further information is also available on our website

www.royaldevon.nhs.uk



Exeter
Cathedral

Job Description

This replacement post is an exciting opportunity for the successful candidate to join the IR team in Exeter.

This is a well-established service, with 4 other IR consultants, providing interventional radiology to the Royal Devon University Healthcare NHS Foundation Trust (RDUH). The RDUH is the Vascular Centre for both Exeter and the South Devon (Torbay) Trusts. Vascular surgery is provided by cross-site vascular surgeons and there is a cross-site (1 in 10) IR on call covering Exeter, Taunton, Torbay, Yeovil and N Devon) shared with the IR radiology team in Taunton and North Devon. The combined interventional service includes provision of vascular and non-vascular intervention including EVAR, microwave ablation of renal, liver and lung tumours, TACE, TIPSS, biliary and colonic stenting, nephrostomy insertion, biopsy of masses under CT and Ultrasound guidance. There will be general radiological duties included in the job plan and additional sub-speciality interests can be accommodated. There is a weekly cross site IR MDT. The postholder will participate in the cross-site interventional on-call rota at a 1 in 10 frequency. They will not be expected to take part in the general radiology on-call rota.

	Monday	Tuesday	Wednesday	Thursday	Friday				
8.30-9am	Reporting	Reporting		Reporting	MDT				
Morning 9am-1pm	IR	Biopsies/ drains	IR in Torbay	Admin SPA	Non-vascular IR	CT	CT WFH	IR	On call
Afternoon 2pm-5pm	IR	Non-vasc IR	IR in Torbay	OFF	SPA	Non-vascular IR	CT WFH	IR	
5-5.30pm	Reporting	Reporting		Reporting	Reporting				

WFH = Working From Home

Scope of IR work at RDUH

The interventional radiology department at the RDUH covers the vast gamut of Interventional Radiology work.

Vascular

Non fenestrated EVAR, peripheral vascular work, venous access work supporting a dialysis Service covering a large part of Devon and Somerset,

Non-vascular

full range of urological intervention and hepato biliary intervention, TIPPS, catheter directed chemoembolisation, colorectal and upper GI stent placement, trauma and Emergency haemostatic related intervention, prostate artery embolisation, fibroid embolisation

Clinical Commitments

To provide general and interventional radiology to the Royal Devon University Healthcare NHS Foundation Trust and to participate in the cross-site interventional radiology on-call rota.

New IR Suite

Plans have been approved for expansion of the IR recovery unit into a 8 bed day-case facility adjacent to 2 new 'back-to-back' IR rooms. This will allow an increase in IR workload and an improvement in both case work and will allow the unit to be more insulated from fluctuating bed capacity. This departmental redesign project is on the Trust capital expenditure program.

New OP diagnostic centre

The Exeter Nightingale Hospital has been retained for clinical use following the COVID surge of 2020. This is being converted into a outpatient diagnostic centre. The transfer of outpatient fluoroscopy cases to this unit will free up fluoroscopy time for non vascular intervention and will make the timetabling of this considerably easier.

The IR and vascular surgical team

We are fortunate to have a very harmonious and amicable relationship within our vascular surgical/ IR team. There are 5 IR consultants and 6 vascular surgeons across the 3 sites. We have a weekly joint vascular MDT covering cases from both sites.

Education and Training

The postholder is encouraged to develop interests in education and training and there are many opportunities to develop these interests both locally and more widely. Both Trusts participate in the Peninsula Radiology Academy training program for Radiology Specialist training.

University of Exeter Medical School and Peninsula Medical School

The RDUH department of Clinical Imaging has close links with the University of Exeter Medical School (UEMS) and involvement in teaching students is encouraged. A number of Consultants provide regular radiological anatomy teaching session to the medical school and we host students in both departments for Special Study Modules (SSUs).

Emergency On Call and Cover for Colleagues

As per national terms and conditions.

Clinical Audit

Participation in clinical audit is expected and encouraged. Both departments undertake regular Clinical Improvement and Audit meetings.

Royal Devon University Healthcare NHS Foundation Trust is QSI (ISAS) accredited and there is an established rolling programme of audit and quality improvement.

SPA

A core allowance of 1.5 SPA per week is included in the job plan. Additional SPA sessions may be available linked to additional roles.

Research

Research interests are encouraged and we have a close liaison with UEMS research. There is a dedicated research 3 Tesla MRI and PET/CT run as a joint project between the hospital and the University.

Leadership & Management

The successful candidate will be encouraged to develop leadership and management roles and there is 'in house' leadership training available to support this.

Outline Job Plan

The job plan is 11 PAs with the in-hospital work spread over 4 days with a 5th day of admin/SPA

Vascular intervention / Non-vascular intervention / Biopsies and drainages (this will vary from week to week according to the flexibility of the working calendar) overall these sessions should make up:

	4-5 DCC
On call IR opinion and IR related CT/MRI	1
General X-sectional reporting	1-2
Plain film DCC	0.5
MDT DCC	0.5
On call DCC	0.5
Admin DCC	0.5
SPA SPA	1.5
Total PAs	11

On-Call availability supplement

The on-call supplement is Category A and attracts a supplement of 3% of basic salary.

Person Specification

Applicants must have completed specialist training in Clinical Radiology and either a 6th year in IR or an IR fellowship prior to taking up the appointment.

Department and Service Structure

The Royal Devon University Healthcare NHS Foundation Trust Department of Clinical Imaging employs 23 Radiologists across the full range of specialities. We have 2 Siemens CT scanners (AS+ and Definition Edge) and 1 GE scanner (currently being replaced by a Siemens Go.Top), two Siemens Avanto 1.5T MRI, 6 general ultrasound rooms and three fluoroscopy rooms. The majority of the interventional work is performed on a Siemens Artis Zee with DynaCT capability. A Siemens Prisma 3T MRI scanner and PET/CT will be primarily used for research with some out of hours clinical lists. A nuclear medicine department is equipped with two gamma cameras with SPECT capability.

Both RDUH and South Devon Trust use Wellbeing CRIS, Insight PACS and Dragon voice recognition. Imaging from either Trust can be viewed at both trusts.

Approximate annual activity - R, D and E

EVARS (across both sites)	20-30
Vascular access procedures	290
Peripheral arterial cases	150
CT	42000
MRI	21000



Equality, Diversity and Inclusion

The Royal Devon University Healthcare NHS Foundation Trust is committed to recruiting and supporting a diverse workforce and so we welcome applications from all sections of the community, regardless of age, disability, gender, race, religion and belief or sexual orientation.

The Trust is one of 39 NHS Trusts recognised as a diversity and inclusion partner by NHS Employers for 2019/20. This will provide the opportunity to develop and continuously improve the Trust's equality and diversity performance as well as giving the opportunity to influence national policy direction.

The Trust expects all staff to behave in a way which recognises and respects this diversity, in line with the appropriate standards.

The Trust is committed to fair and equitable recruitment processes for all applicants and will make any reasonable adjustments you require to our selection process.

Please contact the Medical Staffing Team to let us know what reasonable adjustments you require.



Dartmoor

Living in Devon

Devon offers a quality of life few other English counties can match. Where else will you find such a unique landscape that encompasses over 450 miles of dramatic coastline, rugged moorland and gently winding rivers?

Interspersed with vibrant market towns, chocolate-box villages and sleepy hamlets, it is easy to see why we are consistently voted as one of the top places to live in the country.

Devon's outdoor lifestyle is its biggest draw. This natural playground is unsurpassed with over a third of the county designated as Areas of Outstanding Natural Beauty. You'll have over 5,000 km of footpaths and 250 km of off-road cycle paths to explore, not to mention endless opportunities to surf along the vast stretch of Atlantic coastline or paddleboard across tidal estuaries.

Your taste buds will find plenty to savour here too - Devon is rightly proud of the farmers and producers who make the South West one of the best regions in the UK to enjoy locally produced food and drink.

Whether you fancy surfing or fishing, cycling or climbing, fine dining or hearty pub fare, the county really does have it all. Never let it be said, it's all work and no play. Not here in Devon.

Vibrant cities and friendly market towns

A thriving, forward-looking city, Exeter is home to the world-leading Met Office, boasts the UK's first leisure centre built to ultra-energy-efficient Passivhaus standard and has one of the top 20 universities in the country.

At the very heart of the city is Exeter Cathedral, an architectural gem surrounded by cobbled streets and beautiful old buildings, many of them shops and eateries. In the compact city centre, you can stroll alongside parts of the ancient Roman wall, visit the remains of Rougemont Castle or explore the depths of Exeter's historic Underground Passages. Exeter Phoenix Arts Centre and the Royal Albert Memorial Museum (RAMM), add to the cultural mix, plus you'll have performance venues such as the Northcott Theatre, the Barnfield Theatre and Corn Exchange close to the city centre.

The main shopping area provides a wide range of leading High Street brands alongside an eclectic mix of independent shops, many to be found in the narrow thoroughfares off Cathedral Close and the High Street. Nearby Fore Street is a haven for all things vintage and retro. Exeter also has a historic quayside, a great spot to sit and watch the world go by at one of the many cafes and restaurants with al fresco dining.

Friendly market towns

You'll find an array of historic towns across North Devon and Torridge such as Okehampton, famed for its easy access to stunning Dartmoor. Heading towards North Devon, you'll also have delights such as the charming harbour town of Ilfracombe and the riverside port of Bideford.

Great for families

Outstanding Ofsted-rated primary schools, high-ranking secondaries and proximity to two leading universities are some of the biggest draws to Devon, making this a desired destination for families. Whether you have young children or teenagers in tow, the sheer quality of education and extra-curricular activities available are guaranteed to impress.

Living and travelling

Housing wise, housing stock is diverse, with everything from thatched moorland cottages to Georgian townhouses and contemporary builds. Time and distance are different here, too. Many residents in this – the fourth largest county in the UK – are happy to travel up to an hour or more for work. This means there's a great deal of choice when it comes to finding somewhere to live.

Transport links are also good. The county has more than 8,000 miles of road – the largest road network anywhere in the country, although (it has to be said) many are narrow Devon lanes.

From Exeter's main station, Exeter St David's, there are fast and frequent rail services to Bristol (1 hour), London (around 2 hours to Paddington) and Birmingham (under 3 hours to Birmingham New Street). Exeter itself has an impressive rail network with no fewer than nine stations serving different parts of the city. There are a number of branch lines providing services to Mid and North Devon, Dartmoor and the Exe Estuary. Exeter International Airport provides flights to numerous destinations throughout the UK, Europe and even North America.

Support with relocation

Our Medical Staffing Team will help you get settled, providing financial relocation support, help with somewhere to live, registration for children at one of the excellent local schools and support for partners seeking employment.

More information about the area and help with relocating can be found at royaldevon.nhs.uk/join-us

A circular graphic with a blue background and white text, positioned in the bottom right area of the page. The text reads "Budleigh Salterton".

Budleigh
Salterton



Health and Wellbeing

At the Royal Devon, staff's health and wellbeing is hugely important to us. We are passionate about creating a happy and healthy work environment for our staff, and we have a range of benefits available to support staff's health and wellbeing.

We want to support staff to improve their physical and emotional wellbeing and help them to lead a healthy lifestyle. In order to be able to care for others, it's important that staff take the time to care for themselves.

The Trust has a Health and Wellbeing Improvement Practitioner, whose role is dedicated to improving the health and wellbeing of staff across the Trust. The Practitioner is also supported by a Health and Wellbeing group which includes

a number of clinical and non-clinical members from across the Trust.

We also have trained a number of Health and Wellbeing Champions and Mental Health champions across the Trust to support in creating a positive and healthy working environment for all.

We have a range of benefits available to support staff's health and wellbeing, including:

Staff Physiotherapy Service

All staff can self-refer to our dedicated staff Physiotherapy service to get early help with any musculoskeletal problems.

Staff Support and Counselling Service

All staff can access dedicated face-to-face and telephone counselling support for work and personal problems.

Employee Assistance Programme

We have a 24/7 service available which provides emotional support and advice to staff. This service also provides support with a range of personal problems such as financial, legal or tax advice.

Wellbeing Activities

We have a range of activities on offer for staff to access including meditation sessions, mindfulness courses, sleep coaching courses, staff away days and health checks.

Onsite fitness activities

We run a variety of fitness classes onsite, including Yoga, Pilates, Qi gong, Circuits and running groups.

Smoking Cessation Support

Staff can access up to 6 face-to-face sessions of support from a dedicated Stop Smoking Advisor.

Staff Lottery

Staff can sign up to our Staff Lottery and win first prize of up to £2500 in the monthly draw.

Cycle to Work Scheme

Through Cyclescheme, staff can obtain a Bike and accessories up to a maximum cost of £1,000 through a salary sacrifice scheme. Staff also benefit from a saving to the overall cost attained through reduced income tax, national insurance and pension deductions.



We're here if you need us!

For more information, please contact us:
rduh.medicalhr@nhs.net (Eastern services)



NHSRoyalDevon



RoyalDevonNHS

Privacy Notice

During the course of this recruitment process, the Trust will be collecting your data and processing it in accordance with relevant Data Protection Legislation. Please see our website for more information with regards to the Trust's Privacy Notice (Royal Devon website – Information Governance page).

This Privacy Notice is designed to provide you with further information on how we will be using your data for this purpose and to comply with the relevant legislation.