

BETTER TOGETHER

NHS

Royal Devon
University Healthcare
NHS Foundation Trust

South West
Clinical Genetics Service

Consultant Information Pack

Consultant in Clinical Genetics based at the Bristol hub
of the new South West Clinical Genetics service

 royaldevon.nhs.uk/careers

 rduh.medicalstaffing@nhs.net

JOB TITLE

Consultant in Clinical Genetics

DATE OF VACANCY

Now

BASE

Bristol

A Warm Welcome

Hi, I'm Adrian Harris, Chief Medical Officer at the Royal Devon University Healthcare NHS Foundation Trust. Thank you for the interest you have shown in working with us at what is an exciting time for our organisation. We are one of the largest healthcare Trusts in the country and we have ambitions to be a clinically-led, digitally-enabled teaching organisation.

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 Clinical Genetics service, which is nationally and internationally recognised for its multidisciplinary specialist clinical care and research activity. We are committed to further developing this successful and cohesive team and want to bring the very best clinicians to join the new South West Clinical Genetics service.

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



Prof Adrian Harris

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 in the final section of this pack.



Application and Advisory Appointments Committee

The posts are offered on a whole-time basis (10PA) but suitably-qualified applicants who wish to work part-time will be considered. We are committed to flexible working arrangements, and we will discuss these arrangements with any shortlisted candidates. We will also consider applications from people who wish to consider a temporary contract.

We welcome applications from established consultants and senior trainees who will be within six months of completion of specialist training at the time of the Advisory Appointments Committee.

Applicants must have completed specialist training in Clinical Genetics and have entered on the GMC Specialist Register prior to taking up the appointment.

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



Introduction

The Royal Devon University Healthcare NHS Foundation Trust is seeking to appoint Consultant Clinical Geneticists to be based at the Bristol hub of the new South West Clinical Genetics service. This is a very exciting time to join the service as the current Peninsula and Bristol services become integrated to provide care for patients living throughout the South West region, a population of approximately 4.4 million across Gloucestershire, Bristol, West Wiltshire, Somerset, Devon and Cornwall. The new service will be hosted by Royal Devon University Healthcare NHS Foundation Trust and have main hubs in Exeter and Bristol, with clinics held in various hospitals across the region.

The clinical work will include regular genetics outpatient clinics, primarily in Bristol and the northern part of the region, and ward reviews, especially of patients receiving intensive care who need urgent Clinical Genetics assessment. Bristol Royal Children's Hospital hosts the Paediatric Intensive Care Unit for the whole South West region. The service benefits from its close relationship with the Exeter Genomics laboratory which provides the national rapid whole genome sequencing service for acutely unwell babies

and children (R14 testing) and has an excellent national and international reputation. Referral patterns vary and the post will incorporate flexibility in service delivery, with the aim of maintaining the waiting times within national targets and with equity across the region. The post-holders will triage referrals and provide advice and guidance to other specialists and healthcare professionals. They will also be expected to supervise Genetic Counsellors and trainees and be involved in teaching, audit and research.

The Clinical Genetics department is friendly, successful and ambitious. The successful candidates will be joining at a time of expansion of the service and they will have the opportunity to develop a special interest, contribute to relevant multi-disciplinary team meetings and help shape the new service.

The Royal Devon is a Trust which encourages and supports innovation, diversity, digital development and research. The Trust has hosted the Peninsula Clinical Genetics service since its inception four decades ago and has supported the service as it has grown and developed into a successful service that is at the forefront of the specialty nationally.

Highlights of the Role

Service development. The Royal Devon encourages Innovation to better meet the needs of our patients, such as harnessing technology to deliver remote patient consultations and disease monitoring, and rapid whole genome sequencing to diagnose seriously unwell children. As the service transforms from two separate services to a single service there are opportunities for all colleagues to be involved in designing the new service.

Career progression. The size and structure of the new service creates opportunities for sub-specialty development and clinical leadership.

Research and innovation. The South West Genomic Medicine Service (SW GMS) leads the Rare and Inherited Disease NHS Genomic Network of Excellence in partnership with the North West and North East and Yorkshire GMSAs. The new NIHR Exeter Biomedical Research Centre opened in October 2023 and is a partnership led by the University of Exeter and the Royal Devon, Genetics and Genomics is one of the five core themes. The Peninsula Clinical Genetics and Exeter Genomics Laboratory have been awarded Academic Department status by the Royal Devon and University of Exeter, in recognition for the high-quality collaborative translational clinical research undertaken. Bristol Clinical Genetics service also has a long history of research and close working with the Universities of Bristol and West of England. University Hospitals Bristol & Weston Trust is a leading international centre for healthcare research and education and has a considerable reputation for innovative research and development. Research interests are strongly encouraged and supported.



Teaching. The South West Clinical Genetics service enjoys close ties with the University of Bristol and University of Exeter Medical Schools and partners with the SW GMS. We offer teaching to medical students, junior doctors and are involved in the SW GMS mainstreaming educational work.

On-call rotas. There is no out-of-hours on-call. There are daily rotas for advice and guidance and referrals for prenatal, acutely unwell children and urgent cancer referrals, each managed by a team of consultants with the relevant sub-specialty expertise. Job plans include time for urgent inpatient referrals.

Electronic patient record. Royal Devon went live with the EPIC electronic patient record system across our Eastern services in 2020 and our Northern services in 2022. We are optimising the way we use the system, but we are already seeing huge benefits for our patients. EPIC is transforming the way we deliver care across our Trust and provide care to patients remotely.



Peninsula Clinical Genetics service is about to implement PhenoTips pedigree management system which will be integrated with Epic.

The new SW Clinical Genetics service will use Epic and PhenoTips. (Existing pedigree data will be transferred to PhenoTips.) Clinicians will also have access to all the electronic patient records systems used by the hospitals in the region, so they can access all the medical records needed to manage patients safely, wherever the patients receive their care.

Location and relocation. We are fortunate to be based in the beautiful South West of England, with the cultural cities of Bristol, Exeter and Bath, the rolling moors of Exmoor and Dartmoor, the Mendip Hills and many other beautiful outdoor locations, including a multitude of stunning beaches on our doorsteps. Bristol was voted in the top 3 cities to live in (Telegraph poll) citing its transport links, diverse cultures and green spaces, amongst others. It has an excellent food scene, is multicultural and has an event to suit most tastes. It is also home to Banksy, the famous international Balloon Fiesta and the harbourside festival every summer. Due to its layout it is possible to live in the countryside and be within cycling distance of the main hospital sites if that appeals, or to live in the buzz of the city. Bristol and Exeter both boast a top Russell group university and excellent schools and further education colleges. Bristol is well-connected with frequent fast trains to London and other major UK cities as well as a major international airport. Bristol and Exeter are an hour apart by train and linked by the M5 motorway.

We can offer you accommodation to support a visit and a relocation package should you choose to come to the South West.

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 at the back of this pack.

About Royal Devon University Healthcare NHS Foundation Trust

Our core services support a population of over 615,000 people and cover 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 more than 15,000 staff.

We have two acute hospitals, 20 community locations, outpatient clinics and community teams who care for people within their own homes. We also provide primary care and a range of specialist services which extends our reach throughout the South West Peninsula as far as Cornwall and the Isles of Scilly.

As a newly formed Foundation Trust in April 2022, we are embracing change, innovation and technology in our ambitions to be a digitally-enabled, clinically-led teaching organisation. We are developing new ways of working and investing in 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 improving the care offered to our patients. This might include developing or introducing innovative care models and bringing these to rural patients, teaching the doctors of tomorrow or undertaking award-winning clinical research. Examples include our specialist nurses, who were recognised in the British Journal of Nursing Awards for their innovations during the COVID pandemic, our inflammatory bowel disease research team who were recognised with the national team award for their contribution to the NIHR portfolio, and our recent launch of a world-first national genetic testing service from our labs, which can rapidly test DNA samples of babies and children, so we can provide life-saving treatment.

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.

About University Hospitals Bristol and Weston NHS Foundation Trust

University Hospitals Bristol and Weston NHS Foundation Trust (UHBW) includes Bristol Royal Hospital for Children, Bristol Royal Infirmary, St Michael's Hospital, Bristol Heart Institute, Bristol Eye Hospital, University of Bristol Dental Hospital, Bristol Haematology and Oncology Centre and Weston General Hospital. UHBW is committed to provide patient care, education and research of the highest quality. We employ over 13,000 staff over 100 different clinical services across ten different sites. We provide general medical and emergency services to the local population of Weston, Central and South Bristol, and a broad range of specialist services across a region that extends from Cornwall to Gloucestershire, into South Wales and beyond. Our staff have developed leading edge services such as cardiac surgery and bone marrow transplantation that have built an international reputation and are in demand by patients from across the country.

UHBW has been rated by the CQC as 'Good' overall and our staff are proud to deliver excellent care to the people of Bristol, Weston and beyond. As a forward-thinking multi-award-winning Trust and a digital exemplar committed to improving patient care, our world-leading research and innovations are having a positive local and global impact.

About North Bristol NHS Trust

North Bristol NHS Trust is a centre of excellence for healthcare in the South-West in several fields. We have links to the University of Bristol, the University of Bath, and the University of the West of England. We have 12,000 staff delivering healthcare across Southmead Hospital Bristol, Cossham Hospital, Bristol Centre for Enablement and within the local community of Bristol and South Gloucestershire.

We aim to deliver excellent clinical outcomes and a great experience for everyone who uses our services. Our vision is to realise the great potential of our organisation by empowering our skilled and caring staff to deliver high-quality, financially sustainable services in state-of-the-art facilities. Clinical outcomes will be excellent and with a spirit of openness and candour we will ensure an outstanding experience for our patients.

The Trust provides Medical, Surgical, Neonatal, and Maternity Care for its local population of approximately a million people in Bristol, South Gloucestershire, and North Somerset. The Trust also provides regional services in Neurosciences, Orthopaedics, Pathology, Plastic Surgery and Burns, Renal Medicine and Transplant and Urology and is the Major Trauma Centre for the West Country. The Trust recently moved the majority of its acute services to the Brunel Building, regarded as one of the best hospital facilities in Europe, on the Southmead Hospital Site. At Southmead Hospital, we also have our excellent maternity and women's health services, the Bristol Breast Care Centre, the Trust's Severn Pathology service and the Bristol Genomics laboratory. The Trust has University Teaching status and is associated with both the University of Bristol and the University of the West of England.

We were awarded an overall 'Good' rating from the Care Quality Commission; we were rated as 'Outstanding' in the Caring and Well Led domains



About the Royal Devon and Service Structure

The Royal Devon's Board of Directors is chaired by Dame Shan Morgan and is comprised of both executive and non-executive directors. The executive directors manage the day to day operational and financial performance of the Trust.

These consist of the chief executive officer (Sam Higginson), deputy chief executive officer (Chris Tidman), chief medical officer (Adrian Harris), chief nursing officer (Carolyn Mills), chief operating officer (John Palmer), chief finance officer (Angela Hibbard), and chief people officer (Hannah Foster).

Our Trust-wide operational service structure is divided into five care groups, each with a medical director, a care group director and a director of patient care. The South West Clinical Genetics service sits within the Specialist Services Care Group. The medical director is Cheryl Baldwick, the care group director is Andrew Burgess and the director of patient care is Helen Cooke. All permanent medical staff are members of the Medical Staff Committee which has an elected Chairperson who represents the group at the Trust Management Committee. The post-holder will have honorary contracts with all the Trusts where they deliver clinical care. They will be able to join the Medical Staff Committee at their base Trust.

More information about our structure and services can be found on the Trust website at www.royaldevon.nhs.uk

The South West Clinical Genetics Service]

[The South West Clinical Genetics service is hosted by Royal Devon University Healthcare NHS Foundation Trust. When the transformation project is complete it will cover a population of approximately 4.4 million across the whole South West region, including Gloucestershire, Bristol, Somerset, parts of west Wiltshire, Devon and Cornwall. There are hubs in Bristol and Exeter and also satellite offices with Genetic Counsellors and administrative staff in Gloucester, Bath, Taunton, Plymouth and Truro.

Clinics are held at all the main hospitals in the region (Southmead Hospital, Bristol Royal Hospital for Children, St Michael's Hospital in Bristol, Royal United Hospital in Bath, Gloucester Royal Infirmary, Musgrove Park Hospital in Taunton, Royal Devon & Exeter Hospital, Derriford Hospital in Plymouth, Royal Cornwall Hospital in Truro, North Devon District Hospital in Barnstaple and Torbay Hospital) and several community hospitals across the region. It is the goal, so far as is possible, to provide an equitable and accessible service throughout the region.

UHBW includes Bristol Royal Hospital for Children (BRHC), one of the leading children's hospitals in the UK. BRHC provides secondary care to the local paediatric population in Bristol, North Somerset, and South Gloucestershire, and is the tertiary centre for children across the South West of England. Covering the largest geographical area of any children's hospital in the UK, with a paediatric population of 994,234, our region extends to Cheltenham in the north, Swindon in the east and the Isles of Scilly in the south west. BRHC has a large paediatric intensive care unit that cares for children from across the South West and also sometimes neighbouring regions and South Wales. There are a large number of tertiary care services based at BRHC, including paediatric metabolic medicine, cardiology, surgery, endocrinology, haematology, oncology and epilepsy including a vagal nerve stimulation programme for complex paediatric epilepsy.

Bristol is one of four UK centres designated to manage patients with severe osteogenesis imperfecta including the genetic aspects, and it runs the national Barth syndrome service. St Michael's Hospital hosts the SW tertiary regional Fetal Medicine service and one of the two level 3 neonatal intensive care units (NICUs) in Bristol. Southmead Hospital in Bristol and Derriford Hospital in Plymouth also have level 3 NICUs.

Urgent referrals and requests for advice and guidance are managed on a rota basis by the consultant team. The majority of inpatient reviews are for children at BRHC and NICU at St Michael's Hospital; job plans can include regular slots for inpatient reviews, but sometimes a patient needs to be seen very urgently by someone based in Bristol, outside the regular ward visit slots. There is significant potential for MDT working in this area and much scope for future service development.

The Bristol-based consultant team are currently based at St Michael's hospital and the Genetic Counsellors are in a separate building about half a mile away. As part of the transformation project to develop a whole SW integrated service the Bristol Clinical Genetics hub will have better accommodation where the Consultants, Genetic Counsellors and administrative staff are co-located. The site of the Bristol hub is yet to be finalised but will most likely either be at University Hospitals Bristol and Weston NHS Foundation Trust or North Bristol NHS Trust.

The Bristol Genetics Laboratory (part of the South West Genomics Laboratory Hub (SW GLH)) is based at North Bristol NHS Trust.

The Exeter Clinical Genetics hub is based at the Royal Devon and Exeter hospital's Heavitree site, less than ½ mile, or about 10 minutes' walk, from the main Wonford hospital site and the RILD Research, Innovation, Learning & Development) Centre, which hosts the Exeter Genomics Laboratory (the other part of the SW GLH) and World-leading University of Exeter Genomics Research groups.

There are currently fourteen substantive consultants (9.7 WTE NHS) including four clinical academic consultants working between the Royal Devon/UHBW and the Universities of Exeter/Bristol. A further consultant has recently been appointed and will start in early 2025. In addition, there are four retire and return consultants and a specialty doctor based in Bristol.

The consultant team has a wide range of sub-specialty expertise, including cancer genetics, cardiac genetics, prenatal genetics, pre-implantation genetic testing, acute paediatric genetics, skeletal dysplasia, differences of sexual development (DSD), neurogenetics, renal genetics and ophthalmic genetics. Joint clinics and multidisciplinary meetings are held in many of these sub-specialty fields and with the SW GLH.

We are particularly looking to recruit additional consultants with expertise in Prenatal Genetics and Paediatric Genetics, but other sub-specialties will also be very much welcomed.

There are very strong links with specialists in related disciplines in all hospitals across the region. The Clinical Genetics Service is an integral part of the regional cancer, inherited cardiac conditions, DSD and fetal medicine networks. The Clinical Genetics and Fertility services at Royal Devon run a satellite pre-implantation genetic diagnosis (PGT) service with Guy's and St Thomas' Hospital, the country's leading PGT provider. Patients from across the SW region are seen by this service.]

Consultant Medical Staff

The consultants are:

- Dr Giles Atton
- Professor Emma Baple (Clinical Academic Consultant; joint post with University of Exeter)
- Dr Lucy Bownass
- Dr Ruth Cleaver
- Dr Alan Donaldson
- Dr James Fasham (Clinical Academic Consultant; joint post with University of Exeter)
- Dr Alison Foster
- Dr Helen Hanson (Clinical Academic Consultant; joint post with University of Exeter)
- Dr Emma Kivuva (Clinical Lead)
- Dr Henrietta Lefroy
- Dr Karen Low (NIHR funded clinical PhD fellow employed by University of Bristol)
- Professor Ruth Newbury-Ecob
- Dr Andrew Norman
- Dr Julia Rankin
- Dr Charles Shaw-Smith
- Professor Sarah Smithson
- Dr Claire Turner
- Dr Anna Znaczk

The service hosts four National Training Numbers for Specialty Registrars and three NIHR Academic Clinical Lecturer posts.

Genetic Counsellors

The clinical team also includes a large number of genetic counsellors / nurses (GCs), some of whom are based in the main hub sites and some in the satellite offices. There are also Genomic Associates based at both Bristol and Exeter hubs. The service hosts STP Genomic Counsellor trainees and STPs from other programmes on placements.

Administration and Secretarial Support

Adequate time and facilities for clinical administration, including appropriate office space, secretarial support and access to a personal laptop and computer or docking station, required software and internet access, will be available. There is full electronic access to all key journals.

The clinical team is fully supported by a team of secretaries, family history coordinators and clerical staff. There is a cluster manager, who is responsible for the Genetics Cluster (which also includes Exeter Genomics Laboratory).

The Royal Devon uses Epic (electronic patient record) which is accessible from all clinic sites and from home (or anywhere with internet access). The service is in the process of implementing PhenoTips Pedigree management system, which will be integrated with Epic. During the transition to an integrated South West service, Bristol hub will continue to use Evolve electronic patient records system and TrakGene until the IT systems are aligned and the data is transferred to PhenoTips.

Departmental Meetings

There are weekly Clinical Meetings so there is opportunity to discuss cases with colleagues, as well as seminar and journal club programmes. Some meetings are held virtually and some face to face in Bristol, Exeter or Taunton. Exeter University Genomics departments also invite Clinical Genetics clinicians to join their journal clubs and symposia.

There are regular joint clinical and laboratory meetings with the South West Genomic Laboratory Hub (Exeter and Bristol laboratories) and the Clinical Genetics service.

Close links are maintained with the neighbouring regional genetics services in Cardiff, Birmingham, Oxford and Southampton, which make up the South West of Britain (SWOB) group, which meets twice a year.



Genomic Medicine Service Alliance

The South West Clinical Genetics service is part of the SW Genomic Medicine Service Alliance and several Consultants and Genetic Counsellors have roles within the GMSA.

South West Genomic Laboratory Hub (SW GLH)

The SW GLH is a partnership between North Bristol NHS Trust (NBT) and Royal Devon. It comprises Bristol Genetics Laboratory based at Southmead Hospital (NBT) and Exeter Genomics Laboratory. The SW GLH has a consistent record of delivery of all rare disease and genomic testing within the NHS England turnaround targets, alongside an international reputation for development of new innovative approaches to rare disease diagnostic testing.

Bristol Genetics Laboratory performs the analysis of whole genome sequencing (WGS) for all the core WGS and non-WGS tests for patients in the South West. It provides specialist tests for cardiac, renal and neurogenetics. It is a pathfinder laboratory for cancer long-read sequencing.

Exeter laboratory delivers high quality genetic and genomic testing for both NHS and research patients by combining the innovation and academic expertise of research scientists with the rigorous quality approach required in a clinical diagnostic service. It is the sole provider of the NHSE rapid whole genome sequencing service for acutely unwell children. It also provides specialist tests for endocrine disorders. The clinical diagnostic facility is underpinned by world-class research, state of the art technology, scientific, bioinformatics and clinical expertise. The laboratory is co-located in the RILD Wellcome-Wolfson building which also houses the world leading University of Exeter Medical School genomics and epigenetics research groups.

Both SW GLH laboratories are establishing accredited long-read sequencing for rare disease, working with industry partners as part of the Rare and Inherited Disease NHS Genomic Network of Excellence.

The Medical Director of the SW GLH and SW GMSA is Professor Emma Baple, who holds a University of Exeter clinical academic post with honorary Royal Devon sessions as a Consultant Clinical Geneticist. Dr Julia Rankin and Dr Ruth Cleaver are GLH Rare Disease Leads.

Other Laboratory Links

The regional Biochemical Genetics Service is also based at North Bristol Trust providing specialised testing of rare metabolic disorders. Further specialised biochemistry is available at Bristol Royal Infirmary.

Supporting Professional Activities

You will participate in a variety of professional activities (SPA) to support your personal clinical practice and the overall work of the department and Trust. All consultants working more than 7PA receive 1.5 SPA sessions for generic non-clinical work. This includes, but is not limited to:

- Appraisals, job planning and revalidation
- Personal and professional development, including service development
- Professional administration, including related correspondence
- Clinical supervision of junior staff and other educational activities
- Governance and quality improvement activities
- Departmental, divisional and other clinical or managerial meetings

Further details are published in the job planning policy.

Continuing Professional Development

The Trust supports the requirements for continuing professional development (CPD) as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

There are regular seminars in the department and with Exeter University of Exeter Medical School. The Exeter Genomics Laboratory also provides national HEE funded training courses on interpretation of genome sequencing results

Revalidation

The Trust has the required arrangements in place to ensure that all doctors have an annual appraisal with a trained appraiser, and supports doctors going through the revalidation process.

Research

Investigator-led and clinical trial research has a prominent place in the Royal Devon. Patients are given the opportunity to participate in a wide number of studies.

The BRHC has established academic links with the University of Bristol with particular international recognition for the renal genomics research group, neonatal cooling and being the hosts of the National Child Mortality Database.

UHBW is the first site to have been set up for the Generation Study. UHBW has also been lead site for the NIHR funded GenROC study.

The Research, Innovation, Learning and Development (RILD) building on the RD&E Wonford site is a £27.5m development which consists of the Wellcome Wolfson Centre for Medical Research, the National Institute for Health Research (NIHR), Exeter Clinical Research Facility and a new Post Graduate Education Centre. The RILD is now home to a number of the Medical School's laboratory-based research teams, comprising both clinical research areas and class two and three medical research laboratories, complete with offices, meeting rooms and write-up areas.



The South West Genomic Medicine Service (SW GMS) leads the Rare and Inherited Disease NHS Genomic Network of Excellence (RD NoE) in collaboration with the NW and NEY GMSAs, a partnership between the NHS GMS, including the GMS Alliances, Genomic Laboratory Hubs (GLHs) and Clinical Genetic services, academia, the third sector and industry to generate evidence and models of adoption for new technologies and testing, and discoveries linked to clinical and laboratory practice.

The University of Exeter Medical School has an excellent research reputation from basic biomedical research through to patient-centred research. The group is supported by the University of Exeter and NIHR biomedical research centre.

The new NIHR Exeter Biomedical Research Centre opened in October 2023 and is a partnership led by the University of Exeter and the Royal Devon, Genetics and Genomics is one of the five core themes and is co-led by Professor Caroline Wright and one of our clinical academic consultants, Professor Emma Baple. The BRC provides funding opportunities for Royal Devon medical staff to have dedicated academic sessions and to apply for small grant funding.

The Peninsula Clinical Genetics and Exeter Genomics Laboratory have also been awarded Academic Department status by the Royal Devon and University of Exeter, in recognition for the high-quality collaborative translational clinical research undertaken. Bristol Clinical Genetics service also has a long history of research and close working with the University of Bristol and the University of the West of England. Research interests are strongly encouraged and supported by the South West Clinical Genetics service.

Active assistance in the planning and design of research projects is available from the Research and Development Support Unit based on the RD&E Wonford hospital site and through the Exeter NIHR BRC. The Trust has an active academic strategy to facilitate research, development and teaching.

Candidates who wish to pursue a research interest alongside their clinical work will be strongly encouraged by the department and are eligible for support from the University of Exeter or University of Bristol Medical Schools.

Universities of Exeter and Bristol

Both the University of Exeter and University of Bristol are high-ranking in both UK and global standings and are members of the Russell Group of leading research-based institutions. Both have ambitious plans for the future and have invested heavily in their facilities in recent years.

The University of Exeter Medical School's cutting-edge research is driven by important clinical questions. It focuses on translational and applied research in areas of greatest health burden and greatest opportunity for scientific advance, principally: genomics of rare and common diseases, diabetes, paediatrics, cardiovascular risk and ageing; neurological disorders and mental health; environment and human health; and health services research. It spans clinical science to clinical trials and health policy.

UEMS delivers two highly-regarded and innovative undergraduate degrees: the BSc in Medical Sciences and Bachelor of Medicine, Bachelor of Surgery (BMBS). In addition, the Medical School offers a range of postgraduate programmes and courses, including being one of only 8 providers commissioned to deliver the Health Education England Genomic Medicine Masters course. The Peninsula clinical team were involved in developing the course and provide teaching.

Building on the excellent educational reputation of the Peninsula College of Medicine and Dentistry and using problem-based learning in small groups, the BMBS programme reflects the belief that doctors need to adopt a socially accountable approach to their work and to understand the human and societal impact of disease as well as the community-wide context of contemporary healthcare provision.

UEMS graduates will be both capable and confident, whether they are clinicians, managers, educators or researchers and will be committed to life-long scholarship. Years one and two of the BMBS programme are based at the St Luke's Campus in Exeter and lay the scientific foundations for the future years of the course. There is clinical contact from year one and students begin acquisition of a range of transferable skills, learning science within a clinical context.

UEMS students spend years three and four of their programme at the Royal Devon and Exeter (Wonford) Hospital and North Devon District Hospital, as well as at the Royal Cornwall Hospital in Truro and in their surrounding general practices and community health environments.

Bristol is one of the few universities with schools of medicine, dentistry and veterinary science, all in close proximity. The Medical School has an intake of 250 students each year to its undergraduate medical course following recent expansion. The Dental School has also recently expanded and now has an intake of 75 undergraduate students per year.

The University of Bristol offers an exciting academic environment with centres of excellence in all of its faculties. It also has an ambitious programme for expansion and a well-established major "campaign for resources" to facilitate future developments. The University is in the city centre and the Medical School and basic science departments are within walking distance of UHBW. The Faculty's research philosophy is to undertake internationally recognised basic and applied medical and health services within a setting which patients are cared for in association with undergraduate teaching and postgraduate training.

The consultants in the Clinical Genetics Department are all involved in teaching students including delivering lectures and tutorials. Final year UEMS medical students can choose 6-week placements in the department. Elective students are also hosted. There are also opportunities to teach medical students at the University of Plymouth Peninsula College of Medicine and Dentistry and Bristol Medical School.

The post-holder will be encouraged to develop interests in education and training and there are many opportunities for this both locally and more widely.





Outline Job Plan

A provisional outline job plan is included but it may vary slightly depending on location of clinics, and therefore travel time, and MDTs. Clinic locations will depend on clinical need and may need to change to meet the service's aim of equitable waiting lists across the region, and as the development of an integrated South West Clinical Genetics Service progresses. If the post-holder is part-time the job plan will be altered accordingly. The individual job plan and detailed timetable will be discussed with the successful candidates. Special interests will be encouraged where they are compatible with service requirements.

It is expected that the initial job plan will be agreed within three months of the start date and will be reviewed annually or earlier, if necessary.

DCC PAs	
Clinics: annualised total	86
Outpatient clinics and inpatient reviews (equivalent of 4x1 hour slots) And associated pre- and post-clinic work	4.1
Clinical follow-up and virtual clinics	2.05
Travel to clinics and MDTs	0.5
Clinical advice and triage	0.75
GC and SpR clinical case review	0.5
MDTs – DDC component	0.6
Total DCC Pas	8.5
Core SPA	1.5
Total Pas	10

Example Timetable

[There are departmental meetings on Wednesday mornings which the post-holder will be expected to attend. When the remaining sessions are scheduled in the week is negotiable. If part-time, the work days will need to be fixed days although a small degree of flexibility may be possible, via discussion with the Lead Clinician.

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Pre-clinic preparation SPA	Clinic, including travel time (annualised total 86)	Clinical Genetics meetings (DDC) and seminar / journal club (SPA) Clinical follow up / virtual clinic	Clinic, including travel time (annualised total 86)	Clinical advice and triage Post-clinic work
PM	Clinical follow up / virtual clinic	Post-clinic work (DCC) GC / SPR Clinical case review	SPA Pre-clinic preparation	Inpatient reviews (included in annualised clinic number of 86)	Post-clinic work MDT SPA

Person Specification

Applicants must demonstrate on the application form that they fulfil all essential criteria to be considered for shortlisting. Appointment is subject to pre-employment checks, including occupational health, DBS checks and a minimum of three satisfactory references, including one from your current Responsible Officer.

Requirement	Essential Attributes	Desirable Attributes
Qualifications and Training		
Professional qualifications	Primary Medical Qualification (MBBS or equivalent). Applicants must have completed specialist training in [Clinical Genetics] prior to taking up the appointment.	An appropriate higher degree or qualification (MD, PhD or equivalent). Qualification in Teaching and Learning.
Professional training and memberships	Full GMC registration and licence to practise. Entry on Specialist Register for Clinical Genetics via: <ul style="list-style-type: none"> · CCT (proposed CCT date must be within 6 months of interview date) · CESR · European Community Rights Membership of Royal College of Physicians or Royal College of Paediatrics and Child Health or equivalent qualification.	
Clinical Experience		
Employment	Evidence of completion of a comprehensive broad-based training programme at specialty registrar level (or equivalent). Career progression consistent with personal circumstances.	
Clinical knowledge and skills	Able to take full and independent responsibility for clinical care of patients and provide an expert clinical opinion on a range of problems. Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge. Able to prioritise clinical need. Caring approach to patients.	Positive feedback on clinical work from colleagues and patients.
Non-clinical skills		
Teaching	Evidence of previous teaching and training experience. Willingness and ability to contribute to departmental and Trust teaching programmes.	Defined educational roles or qualifications. Evidence of teaching of undergraduates, junior doctors and multi-professional groups.

Requirement	Essential Attributes	Desirable Attributes
Management of change and quality improvement	<p>Demonstrates clear understanding of quality improvement and clinical governance within the NHS.</p> <p>Demonstrates willingness to implement evidence-based practice.</p> <p>Evidence of effective personal contributions to clinical audit, governance, and risk reduction.</p>	<p>Evidence of innovative development and implementation of guidance.</p> <p>Evidence of involving patients in practice development.</p>
Innovation, research, publications and presentations	<p>Understanding of the principles of scientific method and interpretation of medical literature.</p> <p>Demonstrates a critical and enquiring approach to knowledge acquisition.</p> <p>Demonstrates understanding of the research governance framework.</p> <p>Recent evidence of relevant research, presentations or publications</p>	
Management and leadership experience	<p>Demonstrates familiarity with and understanding of NHS structures, management and current political issues, including an awareness of national strategic plan and constraints.</p> <p>Demonstrates willingness to lead clinical teams and develop an effective specialist clinical service.</p>	Experience of formal leadership roles or training.
Communication and personal skills	<p>Good spoken and written English language skills.</p> <p>Communicates effectively with patients, relatives, colleagues, GPs, nurses, allied health professionals and outside agencies.</p> <p>Evidence of ability to work with multi-professional teams and to establish good professional relationships.</p> <p>Fit in and work well with the established team</p>	<p>Positive feedback on clinical work from colleagues and patients.</p> <p>Excellent presentation skills, engages audience.</p>
Other requirements		
Motivation and management of personal practice	<p>Punctual and reliable.</p> <p>Good personal organisational and prioritisation skills, achieve deadlines.</p> <p>Takes responsibility for personal practice and is able to cope well with stressful situations.</p> <p>Commitment to continuing medical education and professional development.</p> <p>Flexible and adaptable attitude.</p>	Willingness to undertake additional professional responsibilities at local level.
Commitment to post	<p>Demonstrates enthusiasm for the South West as a place to live and work.</p> <p>Ability to meet the travel requirements of the post including independent travel to peripheral clinics</p>	

Main Conditions of Service

Appointment is to the NHS Consultant Contract (2003) under the current Terms and Conditions of Service for Hospital Medical and Dental Staff (England and Wales) and the Conditions of Service determined by the General Whitley Council for the Health Services (Great Britain). These are nationally agreed and may be amended or modified from time to time by either national agreement or local negotiation with the BMA local negotiating committee.

The employer is the Royal Devon University Healthcare NHS Foundation Trust. The appointee will be professionally accountable to the Chief Medical Officer and managerially accountable to the Chief Executive Officer.

The postholder is required to have full registration with a licence to practice with the General Medical Council and to ensure that such registration is maintained for the duration of the appointment.

Salary Scale

This is as described in the Medical and Dental Terms and Conditions, in line with the Consultant Contract (2003). The current full-time salary scale ranges from £105,504 to £139,882 with five thresholds.

Leave

Annual leave entitlement is as described in Schedule 18 of the Terms and Conditions of Service: Consultant (England) 2003. Further details are available in the Senior Medical Staff Leave Policy.

Locum cover for leave will not normally be provided. It is expected that consultants within the department will coordinate leave to ensure that an appropriate level of service (emergency, urgent and routine) is maintained.

Domicile

There is an expectation that most clinical work will be delivered in person in Bristol, Consultants are expected to reside within a reasonable distance of the hospital.

A relocation package will be considered if relocation is necessary to meet these requirements.

Duty to be contactable

Subject to the provisions in Schedule 8, consultants must ensure that there are clear and effective arrangements so that the employing organisation can contact a post holder immediately at any time during a period when a post holder is on-call.

Indemnity

The post-holder is not contractually obliged to subscribe to a professional defence organisation but should ensure that they have adequate defence cover for non-NHS work.

Mentoring

New consultants will have access to mentoring and are encouraged to take advantage of this facility. This will be arranged following discussion and mutual agreement between the individual and the medical director.

Professional Performance

The Trust expects all doctors to work within the guidelines of the GMC Guide to Good Medical Practice. You will work with clinical and managerial colleagues to deliver high quality clinical care, within the management structure of the Trust and are expected to follow Trust policies and procedures, both statutory and local, including participation in the WHO surgical checklist.

You will be expected to take part in personal clinical audit, training, quality assessment and other professional activities, including continuing medical education, annual appraisal, job planning and revalidation. It is expected that you will participate in multi-source feedback from both colleagues and patients. You will undertake administrative work associated with management of your clinical and professional practice.

You will be responsible for leadership of junior doctors within the specialty as agreed in your job plan and will be accountable for the effective and efficient use of any resources under your control.

You will also participate in activities that contribute to the performance of the department and the Trust as a whole, including clinical and academic meetings, service development and educational activities. Service developments that require additional resources must have prior agreement from the Trust.

Reporting Concerns

The Trust is committed to providing safe and effective care for patients. There is an agreed procedure that enables staff to report “quickly and confidentially, concerns about the conduct, performance or health of medical colleagues”, as recommended by the chief medical officer (December 1996).

All medical staff practising in the Trust must ensure that they are familiar with the procedure and apply it if necessary.

Serious Untoward Incidents

It is expected that you will report all risks, incidents and near misses in accordance with the Trust governance structure. You will be required, on occasion, to lead or assist with investigation of incidents and implementation of risk-reducing measures to safeguard patients, visitors and staff. You must comply with the Duty of Candour legislation.

Research and Audit

Audit is supported by the clinical audit and effectiveness department and we encourage all levels of staff to undertake quality improvement projects. Research within the Trust is managed in accordance with the requirements of the Research Governance Framework. You must observe all reporting requirement systems and duties of action put in place by the Trust to deliver research governance.

Safeguarding Children and Vulnerable Adults

The Trust is committed to safeguarding children and vulnerable adults and you will be required to act at all times to protect patients. The appointees may have substantial access to children under the provisions of Joint Circular No HC (88) 9 HOC 8.88 WHC (88) 10. Please be advised that, in the event that your appointment is recommended, you will be asked to complete a form disclosing any convictions, bind-over orders or cautions and to give permission in writing for a DBS check to be carried out. Refusal to do so could prevent further consideration of the application.

Rehabilitation of Offenders

Attention is drawn to the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended by the Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) Order 1986, which allow convictions that are spent to be disclosed for this purpose by the police and to be taken into account in deciding whether to engage an applicant.

This post is not protected by the Rehabilitation of Offenders Act, 1974. You must disclose all information about all convictions (if any) in a court of law, no matter when they occurred. This information will be treated in the strictest confidence.

Health and Safety

Employees are required to take reasonable care to avoid injury or accident while carrying out their duties, in compliance with the Health and Safety at Work Act 1974, various statutory regulations, Trust and departmental guidelines, policies and procedures. This will be supported by provision of appropriate training and specialist advice.

Infection Prevention and Control

The Trust is committed to reducing hospital-acquired infections. All staff are expected to ensure that infection risks are minimised in line with national and Trust policies and best practice. They are supported in this by the infection prevention and control team.

Our Approach to Inclusion and Diversity

Inclusion is fundamental to our approach to organisational development, culture, service improvement, and public and patient engagement.

It is one of our core values and we have an inclusion lead to provide strategic oversight to the inclusion agenda. Our inclusion steering group is chaired by our interim CEO, Sam Higginson, and reports its progress to the Board of Directors.

Our aim is to create a positive sense of belonging for everyone, regardless of their background or identity, and to value visible and invisible differences, so everybody is respected and valued, and everyone feels comfortable bringing their whole selves to work and able to reach their full potential.

We have staff inclusion champions who provide information to colleagues and promote inclusion opportunities. We also have a range of networks which colleagues can join, including:

- Disability network
- LGBTQ+ network
- Ethnic minority network
- Neurodiversity Network

Once colleagues join us, we can share with them more information, including how to join any of these groups.



Living in the South West

Bristol is a vibrant and yet relaxed place to live. It is a city of contrasts; areas such as Clifton offer village life in the middle of a city, whereas harbour-living enjoys the attractions of the city centre. The city is known for its music and arts scene; it has a creative and independent spirit which can be experienced throughout the city, from its colourful street art and huge selection of independent traders. It also boasts an impressive number of restaurants offering cuisine from every corner of the world.

Bristol is also one of the most family-friendly cities in the UK, packed with activities and award-winning attractions including the Bristol Aquarium, We The Curious, the annual Balloon Fiesta, Brunel's SS Great Britain and the iconic Clifton Suspension Bridge. It is an ideal place to live for families as there are a range of excellent schools and extra-curricular activities on offer.

The Cotswolds, the Mendip Hills and the Somerset Coast offer alternative beautiful places to live that are well within commuting distance, as is the UNESCO World Heritage city of Bath.

Bristol is very well-connected with frequent fast trains to London (just over 90 minutes) and other major UK cities. It is an hour by train to Exeter. It is located near the M4, M5, M49 and M32 motorways. There is a major international airport, only 20-30mins from the city centre.

The South West offers a quality of life that is hard to match. Many of the beautiful places across the South West are within easy reach of Bristol, including: Cheddar Gorge, Exmoor National Park, the Cotswolds, South Wales, the historical city of Bath and countless stunning beaches and many other Areas of Outstanding Natural Beauty.

Whether you fancy surfing or cycling or climbing or hiking, or theatre, or shopping or fine dining or hearty pub fare, the region really does have it all.

Support with relocation

Our People Teams 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 www.royaldevon.nhs.uk/careers



Contacts

The Trust welcomes informal enquiries.

Contact names are detailed below:

Chief Executive Officer

Sam Higginson

Email: penny.manley@nhs.net (PA to Chief Executive and Deputy Chief Executive)

Deputy Chief Executive Officer

Chris Tidman

Email: penny.manley@nhs.net (PA to Chief Executive and Deputy Chief Executive)

Chief Medical Officer

Prof Adrian Harris

Email: rduh.cmooffice@nhs.net

Medical Director

Dr Karen Davies

Email: rduh.cmooffice@nhs.net

Clinical Lead for Development of South West Clinical Genetics Service

Dr Emma Kivuva

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Cluster Manager for Genetics

Kath Maguire

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Deputy Medical Director for Specialist Services Care Group

Dr Ms Cheryl Baldwick

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Medical HR Specialist Services

Email: rduh.medicalhrspecialist@nhs.netADD

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