

BETTER TOGETHER



Royal Devon  
University Healthcare  
NHS Foundation Trust

# Consultant Information Pack

Consultant in Cellular Pathology

## JOB TITLE

Consultant Cellular Pathologist

## DATE OF VACANCY

March 2026

## BASE

Royal Devon Exeter

# A Warm Welcome

Hi, I'm Vanessa Purday, Chief Medical Officer at the Royal Devon University Healthcare NHS Foundation Trust. Thank you for your interest in joining us. Having recently returned to the Royal Devon, where I began my consultant career, I can confidently say this is a Trust shaped by outstanding people, a positive culture, and a clear vision for the future.

It's an exciting time to be part of our journey. We have ambitious plans to meet the needs of our communities through a clinically led, digital-first approach. Innovation and research sit at the heart of this—from being the first Trust in the country to implement EPIC in the community to pioneering robotic surgery, our record speaks for itself.

The Royal Devon is a special place to work. As one of the largest healthcare Trusts in the country, we combine scale with a family-like feel, fostering both creativity and personal care. Our agility and forward-thinking approach ensure we can adapt to the evolving NHS landscape, deliver the best care for our patients and provide excellent career progression for colleagues.

We are especially proud of our department, nationally recognised for its multidisciplinary expertise and research. We are committed to building on this success and are seeking exceptional clinicians to join our dynamic and inclusive team here in Devon.

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



Vanessa Purday

*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, including job sharing, and we will discuss these arrangements with any shortlisted candidates.

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 cellular pathology 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 a [Consultant Cellular Pathologists with a specialist interest in gastrointestinal pathology to join our dynamic and supportive team. This full-time post is based at the Royal Devon and Exeter Hospital, though we welcome applications from candidates seeking part-time or flexible working arrangements]

[These roles form part of a wider integrated department that includes our Northern services based in Barnstaple, and which jointly provide telephone or video consultations for patients living across Northern, Eastern and Mid Devon.

This post has been created in response to increasing diagnostic demand and the ongoing expansion of services. Expertise in gastrointestinal pathology is essential. Consultants within the department typically contribute across two to three different subspecialty areas, and there is scope to accommodate experience and interests in other fields of pathology. We welcome applications from individuals with established subspecialty expertise, as well as those keen to further develop their skills in these areas

**“Inclusion is one of our core values, and we take pride in having a diverse workforce and a culture that respects everybody.”**

Our combined Cellular Pathology department is a friendly, successful and ambitious team. The Royal Devon is a Trust that actively encourages and supports innovation, diversity, digital development and research.

This is an exciting time to join us, following the implementation of EPIC and the continued integration of our pathology services. We are also working closely with partners across our network to deliver digital pathology with second phase validation underway. We believe these developments will open up further opportunities for collaborative working and career development for those who wish to pursue them.

The department is committed to managing workload effectively, ensuring clinically urgent specimens are reported in a timely manner to meet patient needs. At the same time, we place a strong emphasis on maintaining a balanced workload and promoting an excellent work–life balance.

The Royal Devon hosts high-performing, UKAS-accredited laboratories. This post will also offer additional opportunities tailored to the interests of the successful applicant. At the Royal Devon and Exeter Hospital, our work spans a broad range of subspecialties including gastrointestinal (upper and lower GI), gynaecology, haematology, renal, urology, liver, skin, endocrine, head and neck, sarcoma, breast and respiratory pathology, as well as diagnostic cytology. |

The Royal Devon is a Trust which encourages and supports innovation, diversity, digital development and research.

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# Highlights of the role

**Research and innovation.** [We recognise that research active departments deliver better clinical outcomes for patients. We have a large programme of investigator led and commercial research studies many of which are internationally recognised for their programmes of award-winning research. 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.]

Research active departments deliver better clinical outcomes for patients. We have a large programme of investigator-led and commercial research studies which have been internationally recognised for their programme of multi-site, award-winning research. Research interests are strongly encouraged and supported. We have a multimillion-pound research facility, dedicated research staff and collaborative links with researchers from across the University of Exeter. Funded time for the development of research proposals is available for interested consultants.

**Training and development.** The successful applicant will be expected to participate in teaching of the Specialty Trainees in Histopathology. There are formal training sessions in histopathology and cytopathology on a weekly basis for the junior medical staff. These training sessions occur on a multiheaded training microscope in the Department. In addition, each of the consultants uses a teaching arm or digital screen for joint sign-out sessions. A commitment to participate in the training of departmental scientific and technical staff is also required. ]

**Service development.** The Royal Devon's core services support a population of more than 615,000 people across more than 2,000 square miles across Devon. The scale of operation brings opportunities to establish and develop innovative new services to better meet the needs of our patients such as

harnessing technology to deliver remote patient consultations and disease monitoring.

**Teaching.** The Royal Devon 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, which will bring the Eastern and Northern teams together providing opportunities for your CPD. ] ]

**Career progression.** The size and structure of our team create opportunities for rapid progression to areas of increased responsibility.

**On-call rotas.** [There are no on - call requirements for this post. ]

**Electronic patient record.** We 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, allowing teams to share the caseload across Devon and provide care to patients remotely.

**Location and relocation.** We are fortunate to be based in the beautiful South West of England, with the cultural city of Exeter, the rolling moors of Exmoor and Dartmoor, and a multitude of stunning beaches on our doorsteps. We have low rates of crime and excellent education - schools and further education colleges are good or outstanding, and Exeter boasts a top Russell group university. We can offer you 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. Contact details are 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.

We have a strategy to embrace change, innovation and technology in our ambitions to be a digitally-enabled, clinically-led teaching organisation. We are developing new ways of working and focus our multi-million annual investment programme into new infrastructure, equipment and facilities to ensure we deliver the highest quality care and outcomes. 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 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](http://www.royaldevon.nhs.uk).





## About the Trust 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 (Vanessa Purday), chief nursing officer (Carolyn Mills), interim chief operating officer (Phil Luke), chief finance officer (Angela Hibbard), and chief people officer (Hannah Foster).

Our Pathology services are based at the Royal Devon and Exeter Hospital (RD&E) and North Devon District Hospital (NDDH) and sit within the clinical specialist services care group. |

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. For specialist services, the medical director is Cheryl Baldwick, the care group director is Andy Burgess and the director of patient care is Hellen 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. |

**More information about our structure and services can be found on the Trust website at [www.royaldevon.nhs.uk](http://www.royaldevon.nhs.uk)**



## The Department of Cellular Pathology

Currently The Royal Devon Pathology Team comprises 21 consultants.

The department provides a comprehensive Pathology and Mortuary service. Its core service supports a population of approximately 615,000 and specialist pathology services are provided to a wider population across the South West Peninsula.

### Consultant Medical Staff

At present the Cellular Pathology department at RDUH is staffed by:

**Dr Rebecca Anaspure** (Exeter). Locum Speciality Doctor. Speciality interests: Renal

**Dr Raji Balagopal** (Exeter) Consultant  
Histo/Cytopathologist. Speciality interests: Gynae, Urology, cytology

**Dr Jason Davies** (North Devon) Consultant  
Histo/Cytopathologist. Speciality interests: Skin

**Dr Olusola Daramola** (North Devon) Consultant  
Histo/Cytopathologist. Speciality interests: GI & Breast

**Dr John Jackson** (Exeter) Consultant  
Histo/Cytopathologist Speciality interests: Skin, Breast, Cytology, Liver

**Dr Rubia Khan** (Exeter) Consultant  
Histo/Cytopathologist Speciality interests: Skin, Breast, Sarcoma, Cytology.

**Dr Jennifer King** (Exeter) Consultant  
Histo/Cytopathologist Speciality interests: Skin, Breast, Cytology, Liver

**Dr Efstathia Kyrodimou** (Exeter) Consultant  
Histo/Cytopathologist. Speciality interests: Head & Neck, Endocrine, Cytology, GI

**Dr Hoi Ki Leung** (Exeter) Consultant  
Histo/Cytopathologist. Speciality interests: Haematopathology, Head & Neck, Sarcoma, Cytology

**Dr Trupti Mandalia** (Exeter) Consultant  
Histo/Cytopathologist. Speciality interests: GI, Gynae, Cytology

**Dr Anna Mason** (Exeter) Consultant  
Histo/Cytopathologist Speciality interests: GI & Renal

**Dr Paul McCullagh** (Exeter) Consultant  
Histo/Cytopathologist Speciality interests: Haematopathology, Urology, Lung, Cytology

**Dr Claire Murray** (Exeter) Consultant  
Histo/Cytopathologist, Clinical Lead. Speciality interests: Breast, Skin, Cytology

**Dr Emma O'Hare** (Exeter) Consultant  
Histo/Cytopathologist. Speciality interests: Breast, Haematopathology, cytology

**Dr Amita Patel** (Exeter) Consultant  
Histo/Cytopathologist. Speciality interests: Skin, Endocrine, Cytology

**Dr Manish Powari** (Exeter) Consultant  
Histo/Cytopathologist and Trainee Programme Director  
Speciality interests: Lung, Urology, Cytology.

**Dr Ramzi Rajab** (Exeter) Consultant  
Histo/Cytopathologist. Speciality interests: Renal, Skin, Urology

**Dr Sarah Saunders** (Exeter) Consultant  
Histo/Cytopathologist and Hon. Clinical Senior Lecturer. Speciality interests: Head & Neck, GI, Cytology

**Dr Leonid Semkin** (Exeter) Consultant  
Histopathologist. Speciality interests: Breast, GI

**Dr Eva Sticova** (Exeter) Consultant Histopathologist.  
Speciality interests: Skin, Liver, GI

**Dr Abigail Wheal** (Exeter) Consultant  
Histopathologist. Speciality interests: Breast, Gynae, Lung, Cytology

**Dr Tanwen Wright (Exeter) Consultant**

Cytopathologist. Speciality interests: Breast, GI, Lung, Cytology

**Our Services**

**CELLULAR PATHOLOGY - EXETER**

The department of Cellular Pathology is UKAS (ISO15189) accredited and the laboratory participates in appropriate external quality assurance (EQA) schemes for histopathology and cytopathology. The current combined annual workload of the department is 34,000 histopathology requests and 3,500 non-gynaecological cytology requests. The department receives a wide range of biopsy and resections specimens from all the major specialities noted above. Approximately 10 per cent of histopathology requests are received from primary care doctors.

**CELLULAR PATHOLOGY - NORTH DEVON**

The department of Cellular Pathology is UKAS (ISO15189) accredited and the laboratory participates in appropriate external quality assurance (EQA) schemes for histopathology and cytopathology. The current annual workload of the department is 13,000 histopathology requests and 800 non-gynaecological cytology requests. The department receives a wide range of biopsy and resections specimens consistent with a small DGH. Approximately 10 per cent of histopathology requests are received from primary care doctors.

**HISTOPATHOLOGY**

Consultant Pathologists operate a system of flexible subspecialist reporting in a range of subspecialties. Work is distributed by the laboratory using a hybrid pull-push system, whereby specialist/urgent work is pushed to specified consultants while non-urgent work is pulled by consultants during periods of reporting.

A wide range of multidisciplinary meetings (MDMs) are held regularly, both in person and online. These include Breast, Gynaecology, Urology, Lung, Upper GI, Lower GI, Anal, Head and Neck, Endocrine, Haematology and Sarcoma as well as medical MDMs in dermatopathology, Renal and Liver.

The department is adequately staffed with biomedical scientists experienced in routine work, immunohistochemistry and immunofluorescence. The department in Exeter has Advanced Practitioners in Histopathology Specimen Dissection, dermatopathology and cytopathology.

The equipment is modern and the space has been largely refurbished. Inflammatory Skin (North Devon and Exeter) and Renal (Exeter) immunofluorescence is undertaken using the two fluorescence microscopes located in the Departments. An electron microscopy service is currently provided by Southampton University.

There are facilities for digital specimen photography. There are plans for the slide and block archive to be relocated to a new offsite space. A departmental library includes a full range of current textbooks. Some specialty journals are available and are regularly updated. All consultants have access to online subscription of WHO tumour classification website.

**CYTOPATHOLOGY**

The department's report a wide range of non-gynae cytology specimens. In Exeter we also have a Consultant BMS practitioner who independently reports a proportion of specimens. There is an active FNA service for both sites directly supported by BMS staff in EBUS, EUS, Head and Neck and Thyroid clinics. In Exeter BMS staff also attend wards and radiology department on a request basis.

## Screening Programs

The Cellular Pathology Department participates in the following screening programs:

NHS Breast Screening Programme.

NHS Bowel Cancer Screening Programme.

NHS Cervical Screening Programme.

NHS Lung Cancer Screening Programme

Consultants contributing to the screening programmes are expected to participate in the National Quality

Assurance Programmes and attend scheduled training days and meetings.

## **Administration and Secretarial Support**

You will undertake administrative work associated with your clinical and other professional work. Adequate time and facilities for clinical administration, including appropriate office space, secretarial support and access to a personal computer, software and internet access, will be available. |

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time and facilities for clinical administration, including appropriate office space, secretarial support and access to a personal computer, software and internet access, will be available. |



## 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 full-time consultants receive 1.5 core 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 Pathologists] and is committed to providing time and financial support for these activities.

## Revalidation

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

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## Research

### Postgraduate Education and Training

The successful applicant will be expected to participate in teaching of the Specialty Trainees in Histopathology. There are formal training sessions in histopathology and cytopathology on a weekly basis for the junior medical staff. These training sessions occur on a multiheaded training microscope in the Department. In addition, each of the consultants uses a teaching arm or digital screen for joint sign-out sessions. A commitment to participate in the training of departmental scientific and technical staff is also required.

### University of Exeter Medical School & Undergraduate Training

The appointee will have an opportunity to participate in undergraduate teaching, which would be recognised within the consultant job plan, as additional programmed activity.

### Clinical Audit and Research

The consultants carry-out local audits, mainly pertaining to their MDT specialities.

The department contributes to a number, of national research projects. Opportunities for research exist should the appointee wish to pursue them candidates are encouraged to discuss this with us further if it's of interest.

### Accreditation and EQA

The department is accredited by UKAS to ISO 15189 and takes part in all appropriate External Quality Assurance Schemes.

Consultants participate in the Wessex and South West General EQAs, Bowel Cancer Screening, Breast Cancer Screening, Head and Neck, Urology, renal, musculoskeletal, liver, gynaecological, haematopathology and Skin EQAs. Consultants contributing to the screening programmes are expected to participate in the National Quality Assurance Programmes and attend scheduled training days and meetings.

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 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 and currently provides research training to three PhD students and two visiting fellows

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.

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. 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 Medical School.

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## University of Exeter Medical School

The University of Exeter is high-ranking in both UK and global standings and is a member of the Russell Group of leading research-based institutions. It has ambitious plans for the future and has invested heavily in its facilities in recent years.

The 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: diabetes, cardiovascular risk and ageing; neurological disorders and mental health; environment and human health; and health services research. It spans basic through 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. The curriculum reflects today's evolving models of care and patient experience in acute, primary and community care settings.

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.

The consultants in the Cellular Pathology Department are involved in teaching students. 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.

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## Outline job plan

A provisional outline job plan is included but is subject to modification. The individual job plan and detailed timetable will be discussed with the successful candidate. Special interests will be accommodated where they are compatible with service requirements. All subspecialty interests will be considered and 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.

## Provisional timetable

These timetables are representative and will vary with subspecialist interests, requirement to deliver sessions in Exeter and medical school commitments. The timetable will be agreed with the successful applicant upon appointment.

The Trust uses the Medirota to provide quick and easy access for doctors to their rosters and leave requests.

An important part of the Cellular Pathologist workload is to report the clinically urgent specimens in a timely way to meet the needs of the patient. The aim of the department is to manage the workload effectively so that this need is met and also to ensure our Pathologists have a day a week which they do not take 'new' clinical work they can use for SPA activity and to clear difficult cases.

Mon	9-5	DCC	<b>DCC</b>	
			Surgical cutup, surgical and cytology reporting, MDT and associated administration	8.5 PA
Tue	9-5	SPA/DCC		
			Supporting activity	1.5 PA
Wed	9-5	DCC	<b>Total</b>	<b>10 PA</b>
Thur	9-5	DCC		
Fri	9-5	DCC		

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.

# 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
<b>Qualifications and training</b>		
Professional qualifications	Primary medical qualification (MBBS or equivalent) Postgraduate Qualification in pathology (FRCPath or equivalent)	Distinctions, prizes, scholarships Additional postgraduate qualifications
Professional training and memberships	Full and specialist GMC registration and a current licence to practise or be eligible for registration within six months of interview.  Applicants that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview. Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT	
<b>Clinical experience</b>		
Employment	Evidence of completion of a comprehensive broad-based training programme at specialty registrar level (or equivalent).  or  Clear demonstration of equivalent experience, with a minimum of six years at a level comparable with or senior to specialty registrar.  Evidence of training in Histopathology.  Career progression consistent with personal circumstances.  Career progression consistent with personal circumstances.	



Requirement	Essential attributes	Desirable attributes
Clinical knowledge and skills	<p>Demonstrates breadth of awareness of current issues and developments in gastrointestinal histopathology</p> <p>Demonstrates ability to fulfil comprehensive general histopathology and cytopathology reporting duties at consultant level, in particular gastrointestinal pathology.</p> <p>Able to take full and independent responsibility for clinical care of patients and provide an expert clinical opinion on a range of problems</p> <p>Demonstrates a clear, logical approach to clinical problems and an appropriate level of clinical knowledge</p> <p>Able to prioritise clinical need.</p> <p>Portfolio of practical clinical experience, including evidence of ability to perform all common histopathology and cytopathology procedures</p>	<p>Demonstrates awareness of breadth of clinical issues</p> <p>Clinical feedback from colleagues and patients</p>
<b>Non-clinical skills</b>		
Teaching	<p>Evidence of previous teaching and training experience.</p> <p>Willingness and ability to contribute to departmental and Trust teaching programs.</p>	<p>Defined educational roles or qualifications.</p> <p>Evidence of teaching of undergraduates, junior doctors and multi-professional groups.</p>
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>	<p>Experience of formal leadership roles or training.</p>
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>Evidence of patient and colleague feedback.</p> <p>Excellent presentation skills, engages audience.</p>

Requirement	Essential attributes	Desirable attributes
<b>Other requirements</b>		
Motivation and management of personal practice	<p>Punctual and reliable.</p> <p>Good personal organizational and prioritization 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>	<p>Demonstrates initiative in personal practice.</p> <p>Willingness to undertake additional professional responsibilities at local level.</p>
Commitment to post	Demonstrates enthusiasm for Devon as a place to live and work.	

## 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 £109,725 - £145,478.

## 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

Consultants are expected to reside within a reasonable distance of the main acute hospital to which they are affiliated, normally within 10 miles or 30 minutes. Exceptions must be agreed with the medical director or chief executive. **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 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 250km 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.

There are good transport links to the rest of Devon, including the M5 and regular trains to Exeter with its art galleries, museum and theatres. 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. Northern Devon also benefits from an excellent range of community, private schools and colleges for further education.

Whether you fancy surfing or fishing, cycling or climbing, fine dining or hearty pub fare, the county really does have it all.

**“Devon didn’t just top our rankings, it blew away the competition. Simply put, it has everything.”**

The Telegraph:  
England's 48 counties  
ranked from best to worst

## Vibrant cities

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.

**More information about the area and help with relocating can be found at**  
**[www.royaldevon.nhs.uk/careers](http://www.royaldevon.nhs.uk/careers)**



## 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 (one hour), London (around two hours to Paddington) and Birmingham (under three 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 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.



## Contacts

The Trust welcomes informal enquiries.

Contact names are detailed below:

### Chief Executive Officer

Sam Higginson

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

### Deputy Chief Executive Officer

Chris Tidman

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### Chief Medical Officer

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### Medical Director

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Deputy Medical Director for Clinical Specialist Services

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