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South West Clinical Genetics Service

Consultant Information Pack

Consultant in Clinical Genetics

royaldevon.nhs.uk/careers

rduh.medicalstaffing@nhs.net

JOB TITLE

Consultant in Clinical Genetics

DATE OF VACANCY

From now

BASE

St. Michael's Hospital, Bristol

A Warm Welcome



Vanessa Purday

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 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.

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 Clinical Genetics and have entered on the GMC Specialist Register prior to taking up the appointment

We are able to accept CVs for this post. For a confidential discussion about the role, please contact either Emily Simpson, Executive and Specialist Recruitment Lead on 07958 931414 / emily.simpson21@nhs.net, or Dr Emma Kivuva, Interim Clinical Director of South West Clinical Genetics Service by email: emma.kivuva@nhs.net

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



Introduction

The Royal Devon University Healthcare NHS Foundation Trust is seeking to appoint Consultants in Clinical Genetics to join the South West Clinical Genetics Service, ideally based at our Bristol hub, but other options can be discussed.

The new South West Clinical Genetics Service launched in April 2026, uniting the previous Peninsula and Bristol services to serve a population of over 4.4 million. We are building a modern, region-wide service that delivers excellent and equitable clinical care. Hosted by the Royal Devon, the service is underpinned by world-class laboratory science, cutting-edge digital systems, and a research-active and supportive clinical team. We have two main hub sites located in Bristol and Exeter and also satellite offices in Gloucester, Bath, Taunton, Plymouth and Truro.

The clinical genetics department is friendly, successful and ambitious. The Royal Devon is a Trust which encourages and supports innovation, diversity, digital development and research.

Join us and shape the future of genomics in the South West – with no compromise on lifestyle, innovation, or impact.

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

Highlights of the role

Service development. As the Clinical Genetics service transforms there are opportunities for all colleagues to be involved in designing the new service. The Royal Devon encourages innovation to better meet the needs of our patients, including delivering the national rapid whole genome sequencing service to diagnose seriously unwell children.

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

Additionally, you will work **alongside high-performing multidisciplinary teams** including experienced genetic counsellors, genomic practitioners and skilled admin staff who ensure clinics run efficiently and patients receive well-coordinated care.

Innovation and digital transformation. The Royal Devon is using technology to transform care, including Epic electronic patient record and AI-enabled Ambient Voice Technology which supports clinicians by turning consultations into medical notes and summaries in real time. PhenoTips (genomic health record software) is integrated with Epic ensuring data-informed, joined-up care. Access is available wherever you are working, including from home.

Teaching. The South West Clinical Genetics service enjoys close ties with the medical schools at the universities of Bristol, Exeter and Plymouth, and partners with the SW GMS. We offer teaching to medical students, resident doctors and are involved in the SW GMS mainstreaming educational work.

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 GMSs. The 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 Clinical Genetics service and Exeter Genomics Laboratory have been awarded Academic Department status by the Royal Devon and University of Exeter, in recognition of the high-quality collaborative translational clinical research undertaken. Bristol NHS Foundation Trust (BFT) is a leading international centre for healthcare research and education and has a considerable reputation for innovative research and development. This strong research base enables access to active clinical trials and academic partnerships. Research interests are strongly encouraged and supported.

Laboratory partnerships. The South West Genomics Laboratory Hub (a partnership between the Royal Devon and BFT) is at the forefront of rapid whole genome sequencing, long-read sequencing, and rare disease diagnostics.



Location and relocation. We are fortunate to be based in the beautiful South West of England. Bristol offers a dynamic urban environment with a rich cultural and creative scene. There are excellent schools and good transport links with fast trains to London and an international airport. The historic city of Bath is only 13 miles from Bristol.

We can offer you accommodation to support a visit and a relocation package should you choose to join us.



The South West Clinical Genetics Service

The new South West Clinical Genetics service is a regional service hosted by Royal Devon. It brings together the previous Peninsula and Bristol services to provide consistent, high-quality clinical genetics care across the South West. With hubs in Exeter and Bristol and clinics held throughout the region, the service supports a population of over 4.4 million and is underpinned by outstanding laboratory, research and digital infrastructure. The Bristol hub is based at St Michael's Hospital, close to Bristol Heart Institute (BHI), Bristol Royal Infirmary (BRI) and Bristol Royal Hospital for Children (BRHC).

REGIONAL REACH AND AN EQUITABLE SERVICE

The service runs clinics at all the main hospitals in the region – including Southmead Hospital (Bristol), Bristol Royal Hospital for Children, St Michael's Hospital (Bristol), Royal United Hospital (Bath), Gloucester Royal Hospital, Musgrove Park Hospital (Taunton), Royal Devon & Exeter Hospital, Derriford Hospital (Plymouth), Royal Cornwall Hospital (Truro), North Devon District Hospital (Barnstaple) and Torbay Hospital – as well as in several community hospitals. Wherever possible, our goal is to deliver a service that is equitable to all patients, regardless of where they live.

Satellite teams of genetic counsellors and administrative staff are also based in Gloucester, Bath, Taunton, Plymouth, and Truro, supporting integrated delivery and regional resilience.

We interact with many other specialties across the region. Two to particularly highlight are:

TERTIARY PAEDIATRIC & FETAL MEDICINE SERVICES IN BRISTOL

Bristol NHS Foundation Trust 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 referral centre for children across the South West, including for cardiac surgery, covering a paediatric population of nearly one million from Gloucestershire to the Isles of Scilly.

BRHC has a large paediatric intensive care unit and a large number of tertiary care services are based there, including paediatric metabolic medicine, cardiology, surgery, endocrinology, haematology, oncology and epilepsy, including a vagal nerve stimulation programme for complex paediatric epilepsy.

Adjacent St Michael's Hospital hosts the regional fetal medicine service and one of the two Level 3 neonatal intensive care units (NICUs) in Bristol – the other located at Southmead Hospital. Derriford Hospital in Plymouth also has a Level 3 NICU.

Urgent referrals and requests for advice and guidance are managed via a consultant rota. While job plans can include designated slots for inpatient reviews, flexibility is essential to respond rapidly to urgent clinical needs – particularly for children at BRHC or in NICU.

There is significant potential for MDT working in this area and much scope for future service development.

INHERITED CARDIAC CONDITIONS

BRHC delivers the regional tertiary service for children with complex congenital heart disease, cardiac surgery and inherited cardiac conditions. Bristol runs the national Barth syndrome service with input from Clinical Genetics.

BHI delivers the regional service for adults with congenital heart disease and there are also specialists in aortopathy, cardiomyopathy and electrophysiology. We also have a sudden cardiac death coordinator to support families and integrate with the coronial pathway.

We have monthly ICC MDTS with involvement of Clinical Geneticists, Genetic Counsellors with expertise in ICCs and Cardiologists.

LABORATORY INFRASTRUCTURE

The South West Genomic Medicine Service (SW GMS), is a partnership between Bristol NHS Foundation Trust and the Royal Devon. There are two laboratories:

- Bristol Genetics Laboratory, based at Southmead Hospital in Bristol, which provides whole genome sequencing and specialist cardiac, renal and neurogenetics testing. It is a pathfinder lab for cancer long-read sequencing.
- Exeter Genomics Laboratory, hosted by the Royal Devon, and the sole NHSE provider of rapid whole genome sequencing for acutely unwell children in England (R14 testing), and a leader in long-read sequencing and endocrine genomics.

Both labs are known for exceptional turnaround times and national service innovation, and they provide the clinical team with best-in-class diagnostics and translational research links.

Both SW GMS 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 Clinical Director of the SW GMS is Professor Emma Baple, who holds a University of Exeter clinical academic post with honorary Royal Devon sessions as a Consultant Clinical Geneticist. Dr James Fasham and Dr Ruth Cleaver are GMS Rare Disease Leads.

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

The SW GMS also supports workforce development through education and helps incorporate genomics into mainstream patient care pathways.

Consultant medical staff

There are currently fifteen substantive consultants including four clinical academic consultants working between the Royal Devon and the Universities of Exeter/Bristol. In addition, there are two retire and return consultants and a specialist doctor based in Bristol. Other consultants are due to join the service in Spring 2027.

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-specialties.

There are very strong links with specialists in related disciplines in all hospitals across the region. The South West 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 South West are seen by this service.

The consultants are:

- Dr Giles Atton
- Professor Emma Baple (Clinical Academic Consultant; joint post with University of Exeter)
- Dr Pamela Bowman
- 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
- Dr Joanna Knight
- Dr Henrietta Lefroy

- Dr Karen Low (NIHR funded clinical PhD fellow employed by University of Bristol)
- Dr Andrew Norman
- Dr Charles Shaw-Smith
- Dr Claire Turner
- Dr Anna Znaczko

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 practitioners based at both the 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 senior operations manager, who is responsible for genetics and genomics.

The Royal Devon uses Epic (our electronic patient record) which is accessible from all clinic sites and from home (or anywhere with internet access). We also use PhenoTips pedigree management system, which is integrated with Epic.

Departmental meetings

Weekly clinical meetings provide the 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 Medicine Service 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.

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 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 Bristol NHS Foundation Trust

The Bristol Hub of the South West Clinical Genetics Service is based at St Michael's Hospital in Bristol, which is part of Bristol NHS Foundation Trust (BFT)

As one of the largest NHS trusts in the country, the Trust brings together a combined workforce of over 28,000 staff across more than 100 different clinical services. It serves a core population of over 1.1 million people across Bristol, North Somerset, South Gloucestershire and the South West, with 13 sites located throughout Bristol, Weston, and the surrounding area. It is a centre of excellence in a wide range of specialties, including orthopaedics, neurosciences, renal, transplant, paediatric neuro-oncology, health research, and neonatal care.

The Trust works hard to maintain an environment of continuous learning and development. It is the largest teaching trust in the South West and a major medical research and training centre in the region, with strong links to the University of the West of England and the University of Bristol.

Bristol NHS Foundation Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. As an equal opportunities employer actively working towards a diverse workforce, it aims to recruit and retain a workforce which represents the rich diversity of the local population at all levels and is committed to designing services around the needs of individual patients and those around them.



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 (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 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 Clinical Specialist Services care group. The medical director is currently being appointmed to, 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 BFT.

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

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 Physicians and is committed to providing time and financial support for these activities.

There are regular seminars in the department and with 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.

BFT is the first site to set up the Generation Study. It is also 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.



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 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.

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 School.

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 St Michael's Hospital. The Faculty's research philosophy is to undertake internationally recognised basic and applied medical and health services within a setting in 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.

Clinical work will include regular genetics outpatient clinics; there is an expectation that this post will include delivery of clinics in Bristol and the surrounding area and, depending on sub-specialty expertise, provision of cover for patients receiving intensive care who need urgent clinical genetics assessment.

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 StR clinical case review	0.5
MDTs – DCC 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 (DCC) 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 / StR 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 Education
Professional training and memberships	Full GMC registration and licence to practise. Membership of Royal College of Physicians or Royal College of Paediatrics and Child Health or equivalent qualification. Entry on Specialist Register for Clinical Genetics via: • CCT (proposed CCT date must be within 6 months of interview date) • CESR / Portfolio pathway • European Community Rights	
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, resident doctors and multi-professional groups.

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

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 practise 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 £113,565 - £150,569.

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.

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 resident 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 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 20-30minutes 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. There are countless stunning beaches not too far away and many other Areas of Outstanding Natural Beauty nearby.

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
Vanessa Purday
Email: rduh.cmooffice@nhs.net

Medical Director
Dr Anthony Hemsley
Email: rduh.cmooffice@nhs.net

Medical Director
Cheryl Baldwick
Email: rduh.cmooffice@nhs.net

Interim Clinical Director of South West Clinical Genetics Service
Dr Emma Kivuva
Email: emma.kivuva@nhs.net

Senior Operations Manager for Genetics
Kath Maguire
Email: kathrynmaguire@nhs.net

ROYAL DEVON AND EXETER HOSPITAL
Barrack Road
Exeter
EX2 5DW
Tel: 01392 411611

