

BETTER TOGETHER



Royal Devon
University Healthcare
NHS Foundation Trust



Consultant Information Pack

royaldevon.nhs.uk/careers

rduh.medicalstaffing@nhs.net



JOB TITLE

Locum Consultant Oncoplastic Breast Surgeon

DATE OF VACANCY

As soon as possible, September 2025

BASE

Royal Devon & Exeter Hospital

LENGTH OF CONTRACT

12 months

A Warm Welcome

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

Our Trust is a special place to work. We foster creativity, innovation and a personal approach to high-quality patient care. We are proud of our Breast surgery department, which is nationally 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 Devon.

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



Prof Adrian Harris



Introduction

The Royal Devon University Healthcare NHS Foundation Trust is seeking to appoint a Locum Consultant Oncoplastic Breast Surgeon to join the department of Breast Surgery for its Eastern services, based at the Royal Devon and Exeter Hospital and for a 12-month fixed contract.

Breast services are provided by a wider integrated department that includes our Northern services based in Barnstaple, and which jointly provide care for patients living across Northern, Eastern and Mid Devon. Although the post will be with the Eastern services, it is expected that a clinical presence will be provided in the North during times of service pressures or in the future as the service merges further

Our combined Breast Surgery department is friendly, successful and ambitious. The Royal Devon is a Trust which encourages and supports innovation, diversity, digital development and research.

“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

Research and innovation. The University of Exeter Medical School has a large programme of investigator-led and commercial research studies which have been internationally recognised for their programme of multi-site, award-winning research. This is supported by NIHR infrastructure including Peninsula Applied Research Consortium (PenARC), School of Primary Care Research, School of Public Health Research, Health Technology Research Centre and our flagship Biomedical Research Centre (BRC).

Training and development. The successful candidate will join an experienced team of six Oncoplastic Breast Consultants (currently long term leave which has opened up the opportunity for this locum appointment) and will be supported to develop a consultant practice including all breast resectional techniques as well as partial and whole breast reconstructions. The department is active in undergraduate and postgraduate education at a local, regional and national level including hosting National Oncoplastic Breast TiG Fellows. Support and training will be given to enable the educational component to the post.

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 is no formal on-call expected for this role.

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. 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.

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.



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 (Adrian Harris), chief nursing officer (Carolyn Mills), chief operating officer (John Palmer), chief finance officer (Angela Hibbard), and chief people officer (Hannah Foster).

Our Oncoplastic Breast Surgery services are based at the Royal Devon and Exeter Hospital (Wonford) (RD&E) and North Devon District Hospital (NDDH), and sit within the surgery 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 Breast Surgery, the medical director is Dr Gareth Moncaster*, the care group director is Nicola DuGay and the director of patient care is Lucy Bates. 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

The Department of Breast Surgery

Mr Thomas Hubbard - Audit and Governance Lead,
Clinical Academic Consultant

The department is a busy modern Oncoplastic Breast Centre offering all types of standard Oncoplastic procedures including free flap reconstruction at its Eastern site. The Eastern consultant team consists of 5 consultant surgeons, all trained through the national Oncoplastic Breast TIG programme and enjoy a close working relationship with the Department of Plastic and Reconstructive Surgery. Screening cases are referred from the North and East Devon NHS Breast Screening programme and discussed in the weekly MDT. The department supports innovation and is an early adopter of new technologies and practices, using Mag Seed localisation and offering chest wall flap partial breast reconstruction as routine. We are also a national outlier for our high day case rate for reconstructive surgery and low implant rec loss rate. The team collaborates closely with our 3 consultant colleagues in the Northern team (Miss Anna Conway, Miss Jenny Banks and Miss Anita Sharma) and, through the regional Oncoplastic MDT and Peninsula regional networks, our colleagues throughout Devon and Cornwall. The department has been a recognised Centre for hosting breast Oncoplastic TIG fellows since 2011. In addition, the department provides training for 2 ST 3-8 trainees, a core surgical trainee and an FY1 trainee. The new appointee will not be educational supervisor for any of the doctors in training.

Consultant medical staff

[Miss Sisse Olsen - Clinical Director

Mr Douglas Ferguson - MDY Chair

Miss Rachel Tillett - Plastic Surgeon providing
resectional surgery and DIEPs

Miss Charlotte Ives - Medical Lead, Honorary Senior
Lecturer with the University of Exeter Medical School

Mrs Hannah Knight - Surgical Tutor



PROFESSIONS ALLIED TO MEDICINE

Consultants at the Trust have access to an amazing team of specialised support including our fantastic Breast Specialist Nursing Team including reconstruction nurse specialist, secondary breast cancer nurse, Patient Initiated Follow Up programme nurse lead and wound specialist. We have an excellent and fully staffed breast imaging department and strong commitment to diversifying our service delivery model through development and training of non-medical colleagues.

Departmental meetings

Departmental meetings include a weekly MDT for screening and symptomatic cases with representation of Radiology, Oncology, Pathology, Breast Care

Nursing and Breast Surgeons. Regular attendance is expected and the time protected from regular clinical activities. There is a weekly regional Oncoplastic MDT. The Consultant team meets cluster manager representatives on a weekly basis in a job-planned Consultant meeting. Clinical Governance and educational meetings are held monthly and protected from regular clinical activities. 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. |



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 Surgeons of England 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 Royal College of Surgeons of England, 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 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 Exeter BRC and currently provides research training to three PhD students and two visiting fellows.

The department of Clinical and Biomedical Sciences is an internationally recognised centre of excellence for biomedical and clinical research and teaching with a focus on understanding the mechanisms and treatment of human disease.

Our research delivers direct benefit to patients, the NHS and the pharmaceutical industry, with the aim of understanding the underlying cellular, molecular and genomic basis of disease and applying this knowledge in innovative ways that lead to improved treatment and a better quality of life for patients. Scientists and clinicians work closely together to ensure that our research is directly targeted to clinical need.

Our internationally renowned research spans a number of themes including Neuroscience and Mental Health, Diabetes, Cardiovascular Health, Genetics and Genomics, Data Science, Cancer and Respiratory Medicine

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.

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 [Breast] Department are all involved in teaching students. The postholder is expected to develop interests in the teaching and training of undergraduate medical students in the University of Exeter Medical School (UEMS) through provision of clinic, ward and theatre-based teaching as well as formalised feedback sessions, Special Study Units, lectures and other attachments; and postgraduate education and training and there are many opportunities to develop these interests both locally and more widely.



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 in Oncoplastic Breast Surgery will be considered but the post requires diagnostic practice and resectional surgery to be provided independently from day 1.

The need for this post has arisen due to an extended period of leave within the established consultant team. The post will be based on a 10 PA job plan with weekly clinic and operating sessions but a degree of flexibility will be needed by the successful candidate. The 10 PAs will be in NHS practice including weekly clinics (2ww, diagnostics and results), regular operating session (3-4 monthly all-day list), Post op ward round, Medical student teaching, SPA and MDT meeting participation including oncoplastic MDT.

The post is located in Exeter and no travel is required on a regular basis. If sessions are undertaken away from the base hospital, then travel will be paid as per standard Trust policy.

ON-CALL ROTA

No fixed on-call requirements currently.

Provisional timetable

SPA - 1.5

Clinic 3.2 PA

Operating 2.5

MDT 1

Consultant meeting 0.25

Clinical admin DCC 1

Post op ward round 0.25

Medical student teaching 0.3

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 General Surgery with Phase 3 Oncoplastic Surgery Module 2B and 2B or equivalent resectional training via Plastic Surgery CCT prior to taking up the appointment.	An appropriate higher degree or qualification (MD, PhD or equivalent). Qualification in Teaching and Learning.
Professional training and memberships	Full GMC registration and license to practice. Entry on Specialist Register via: <ul style="list-style-type: none"> • CCT (proposed CCT date must be within 6 months of interview date) • CESR • European Community Rights Membership of Royal College of Surgeons or equivalent qualification.	International 12-month Fellowship or TiG Fellowship in Oncoplastic Breast Surgery
Clinical experience		
Employment	Evidence of completion of a comprehensive broad-based training programme at specialty registrar level (or equivalent). Evidence of training in resectional and reconstructive Breast surgery. Career progression consistent with personal circumstances.	NHS consultant experience

Requirement	Essential attributes	Desirable attributes
Clinical knowledge and skills	<p>Demonstrates ability to fulfil all duties at a consultant level. 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>Diagnostic practice and resectional surgery to be provided independently from day 1.</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>Caring approach to patients.</p>	<p>Demonstrates awareness of breadth of clinical issues</p> <p>Clinical feedback from colleagues and patients</p>
Non-clinical skills		
Teaching	<p>Evidence of previous teaching and training experience including delivery of lectures, seminars and participation in assessment.</p> <p>Willingness and ability to contribute to departmental and Trust teaching programmes.</p>	<p>Defined educational roles or qualifications.</p> <p>Evidence of previous assessment experience to a range of modalities, including SBA and SAQ question setting, OSCE assessing, assignment marking</p> <p>Experience developing curricula materials for UG or PG modules</p> <p>Experience of using Technology to enhance learning, including development of Simulation training</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>

Requirement	Essential attributes	Desirable attributes
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 national and/or international research presentations</p> <p>Track record of publications of world leading/international excellent standard</p> <p>Track record of grant acquisition as a chief or principal investigator</p> <p>Demonstration of the potential for scientific independence and the ability to lead a research team.</p>	<p>Research outputs with clear potential to lead to research impact</p> <p>Experience of regional or national leadership in breast surgery/breast cancer research.</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 at a national level such as ABS, Mammary Fold or ASiT.</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>
Other requirements		
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 with 5 thresholds. |

Length of contract

This is a fixed term contract for [insert length of contract]

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.

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.

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.

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:

Clinical Director
Sisse Olsen
sisse.olsen@nhs.net

Medical lead
Charlotte Ives
Charlotte.ives@nhs.net

Breast Service Senior Operational Manager
Gill Baker
gill.baker1@nhs.net

Executive and Specialist Recruitment Lead
Emily Simpson
Email: emily.simpson21@nhs.net
Tel: 07958 931414

Royal Devon and Exeter hospital
Barrack Road
Exeter
EX2 5DW
Tel: 01392 411611