

JOB DESCRIPTION

JOB DETAILS	
Job Title	Consultant Practitioner Breast Oncology
Reports to	Lead Cancer Nurse
Band	8c (subject to consistency checking)
Department/Directorate	All specialties

JOB PURPOSE
<p>The Consultant Practitioner (CP) is an expert clinician providing strategic leadership to influence and innovate in service development and patient care. They operate with the highest level of autonomy, managing a specialist caseload while driving pathway redesign, service transformation, and cross-organisational collaboration. The role integrates research evidence into practice to improve quality, safety, and outcomes. The CP influences policy and decision-making at organisational and system levels, maintaining a consultant-level portfolio with an anticipated minimum of 60% clinical and 40% supporting professional activity (SPA) which are activities that underpin direct clinical care e.g., education, research, continuing professional development, clinical management and governance activities.</p>

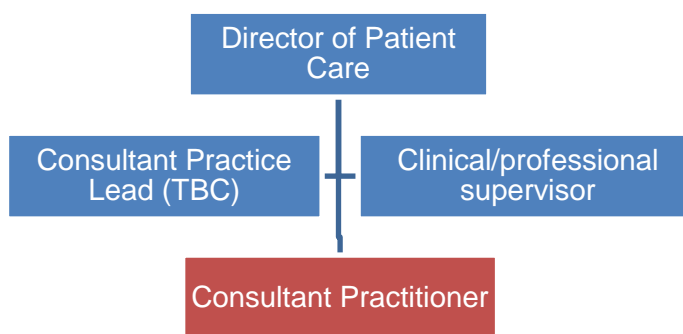
KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
<p>The CP will be based in the oncology centre on the Eastern site and work within oncology . The post holder will:</p> <ul style="list-style-type: none"> • Meet the requirements of the Centre for Advancing Practice Multi-professional consultant-level practice capability and impact framework (NHS England, 2023) • Provide consultancy and work across the four domains of consultant practice (expert practice; strategic and enabling leadership; learning, developing and improving across the system; and research and innovation), putting expertise in place across systems of health and social care • Be an expert practitioner in their field and an expert resource at a local, regional and national level • Develop, facilitate and oversee education, audit, research, innovation and service improvement in advanced practice in their specialist area • Contribute to the strategic direction and implementation of corporate objectives and clinical strategy within the [specialist care group and the oncology service] • Proactively lead across the Trust and wider system, shaping strategic direction, service configuration and system-wide improvement initiatives to achieve optimal clinical effectiveness, and financial outcomes • Support the [specialist care group and the oncology service] to ensure that effective governance structures and processes are in place

KEY WORKING RELATIONSHIPS	
<p>The post holder is required to deal effectively with staff of all levels throughout the Trust, the wider Healthcare community, external organisations and the public. This will include verbal, written and electronic media. Of particular importance are working relationships with:</p>	
Internal to the Trust	External to the Trust
<ul style="list-style-type: none"> • Clinical Matrons, Clinical Ward Managers, Sisters/Charge Nurse and ward/community-based nursing staff • Allied health professionals • Healthcare scientist staff 	<ul style="list-style-type: none"> • Patients and their relatives/friends • Voluntary and charitable services • Health and Social Care sector • Higher Education Institutions • Private sectors

- Pharmacists
- Medical/surgical staff
- Enhanced Practitioners
- Advanced Practitioners
- Consultant Practitioners
- Operational managers/service leads
- Care Group Directors
- Governance and safeguarding leads
- Patient Advice & Liaison staff (PALS)
- Human Resources staff
- Education and Workforce Development leads

- Regional and national networks

ORGANISATIONAL CHART



FREEDOM TO ACT

- Practice with a high level of professional autonomy within agreed scope, codes of conduct and governance frameworks
- Provide strategic expert leadership across organisational and system-level care pathways, exercising a high degree of autonomy and authority across the system
- Interpret clinical, professional, and national policies in the speciality field and give expert advice to the organisation with regards to how they should be interpreted and implemented
- Exercises professional judgment to manage risk appropriately, especially where complexity, uncertainty, or incomplete information exists
- Lead a clinical service and be responsible for staffing and allocated budget management, maximising resources and purchasing some equipment. Initiating bids for resources where appropriate including staff, and equipment
- Be responsible for the evolving role of the consultant practitioner and advanced/enhanced practice within specialist area, proposing, and negotiating extensions of practice beyond traditional boundaries
- Negotiate an individual scope of practice within legal, ethical, professional and organisational policies, governance and procedures, with a focus on managing risk and upholding safety
- Exercise full professional autonomy when making complex, high-risk clinical decisions, including in situations involving uncertainty, incomplete information or rapidly changing clinical status. Act as a senior clinical decision-maker for the speciality and take responsibility for high-stakes judgements that influence patient outcomes and system flow
- Hold delegated authority to challenge, modify and redesign clinical pathways and models of care across the Trust to improve safety, efficiency and effectiveness. Initiate service changes and escalate significant clinical and operational issues to senior leadership as required

- Be professionally accountable for service-level outcomes, including quality, safety, performance and patient experience, demonstrating oversight of governance, risk and delivery across organisational and system boundaries.

COMMUNICATION/RELATIONSHIP SKILLS

- Provide consultancy in different situations, sharing expertise and developing and sustaining the capacity and capability of the workforce
- Maintain an overview of staff, patient and public involvement work within the service and ensure the continued development of this and opportunities for service improvement, leading as required
- Work collaboratively and at a senior level with system partners, commissioners, regional and national bodies, influencing systemwide priorities, service transformation strategies, and pathway redesign
- Acts as a role model for compassionate leadership and effective communication across the organisation
- Demonstrate expert communication skills in managing highly complex, sensitive and contentious information. To support patients in making complex decisions where highly developed communication skills are required. May be required to impart bad news or deal with people with severely challenging behaviour
- Motivate, coach, and mentor individuals and teams to improve performance, take on leadership responsibilities and facilitate conflict resolution
- Negotiate, influence, and build relationships across professional and organisational boundaries and healthcare systems, facilitating co-production.
- Working regularly with patients with communication difficulties, learning disabilities, mental health conditions, challenging behaviour
- Deal effectively and efficiently with issues of conflict, complaint and concern with the ability to resolve highly complex, sensitive or contentious issues.

ANALYTICAL/JUDGEMENTAL SKILLS

- Use expertise and decision-making skills to inform clinical reasoning approaches when dealing with differentiated and undifferentiated individual presentations and highly complex situations, synthesising information to make appropriate, evidence-based judgements and/or diagnoses
- Demonstrate a critical understanding of broadened level of responsibility and autonomy and the limits of own competence and professional scope of practice, including when working with complexity, risk, uncertainty and incomplete information
- Act on professional judgement about when to seek help, demonstrating critical reflection on own practice, self-awareness, emotional intelligence, and openness to change
- Exercise professional judgement to manage risk appropriately, especially where there may be complex and unpredictable events and supporting teams to do likewise to ensure safety of individuals, families and carers
- Act as a leader and role model/advocate for developing and delivering care that is responsive to changing requirements, informed by an understanding of local population health needs, agencies and networks
- When required, to work with the corporate and/or care group team and Governance Manager, leading in the investigation and resolution of complaints and serious incidents. To participate in identifying lessons learnt, ensuring that appropriate actions are taken and the sharing of learning locally and across the organisation
- Critically appraise and synthesise research, multimodal data sources, audit, and evaluation outcomes to inform practice, policy, and service development
- Frequently exercises professional judgment to manage risk appropriately, especially in situations involving complexity, incomplete information, or ambiguity.

PLANNING/ORGANISATIONAL SKILLS

- Work closely with the [specialist care group and the oncology service] leadership team and Governance Manager, to develop an integrated strategy for governance, with a specific focus on all aspects of clinical and non-clinical risk management
- Ensure the Care Group/service responds to appropriate NICE Guidelines, NCEPODS etc; the submission of evidence and documentation to external bodies such as CQC is prepared
- Plan and lead complex transformation programmes across organisational boundaries, ensuring alignment with system-wide strategic priorities and governance
- Organises and prioritises own workload, managing a specialist caseload alongside leadership responsibilities
- Coordinates projects and reports on behalf of the [[specialist care group and the oncology service].
- Oversees education, audit, research, and innovation activities within specialist area.

PATIENT/CLIENT CARE

- Autonomously work in partnership with individuals, families and carers, managing a caseload of patients using a range of advanced assessment methods or diagnostics as appropriate (e.g. history taking, physical examination, identifying risk factors, mental health assessments, radiology)
- Develop specialised programmes of patient care/care packages
- Provide highly specialised advice as an expert in the speciality area which contributes to the diagnosis, care or education of patients
- Regularly provide support and expert advice, consultancy and second opinion to members of the multi-disciplinary team including when views may differ or conflict
- Work within locally agreed advanced clinical practice scope of practice, competence and capability being responsible and accountable for their decisions, actions and omissions at this level of practice which could include:
 - Be a supplementary or independent non-medical prescriber with Trust agreed scope of prescribing
 - Prescribe medication for therapeutic effectiveness, appropriate to patient needs and in accordance with evidence-based practice, Trust policies and national protocols
 - Request, undertake or interpret diagnostic tests and medical imaging in accordance with Trust policies and nationally agreed protocols and policies
 - Undertake complex invasive or non-invasive procedures as appropriate to scope of practice and competence
 - Provide highly specialist technical service e.g. [Breast examinations .
 - Maintain competence and capability in advanced skills (e.g. arterial blood gas sampling, venepuncture, cannulation, guided joint or muscular injection, central line insertion, thoracic and abdominal paracentesis, non-invasive ventilation, lumbar puncture, joint aspiration, joint manipulation, regional anaesthetic blocks
 - Assess patients and issue 'fit notes' as appropriate as part of the patient consultation (following appropriate successful ELfH training [
- Support and maintain safety, quality, clinical effectiveness and patient experience, to ensure culture and delivery of safe and effective harm free care. Upholding the culture of listening, whereby patients, relatives and carers are central to service delivery and development
- Provide highly specialist clinical advice and interventions for a complex caseload; accountable for the direct delivery of sub-division of a clinical or social care service; this aspect will be undertaken for at least 50% of time [delete/include as appropriate to role]
- Assesses, develops and implements diagnostics/ therapy for specialist caseload; responsible for development and delivery of specialist service for organisation
- Clinically accountable to the Trust for the delivery of Breast Oncology service
- Work closely with other professionals, providers, carers and the patient to ensure effective and efficient delivery of service to meet the needs of the patient

- Provide expert opinion to patients and consultancy level advice to colleagues (multi-disciplinary team, heads of service, professional Leads, line managers) regarding the best evidence-based management of patients.

POLICY/SERVICE DEVELOPMENT

- In conjunction with the Corporate/Care Group/service leadership team working with internal and external stakeholders, contribute to and influence strategic direction, service planning and commissioning intentions at Trust and system level, ensuring alignment with local population health needs, national policy and integrated care priorities
- Lead the development, implementation and evaluation of cross-professional specialist service policies, guidelines, standards, service pathways and service developments for [[oncology breast service].
- Represent the [Specialist Care Group or Breast Oncology] at a senior level as required providing professional advice, feedback, reports and contributing to both professional and service development.

FINANCIAL/PHYSICAL RESOURCES

- Authorised signatory/approver within delegated limits
- Monitors budgets and contributes to budget setting for the service; advises on cost effective skill mix and procurement.

HUMAN RESOURCES

- Develop staff potential, add to and transform the workforce, and help people to learn, develop and improve to promote excellence
- Supports local Higher Educational Institutions in the provision of expert specialist teaching and assessing and contributing to curriculum development
- Work as an effective facilitator, using different learning and development strategies across different situations to develop person-centred, safe, effective workplace learning, from practice to system levels and continued and effective ways of learning and working, including educational innovations and technology
- Motivate and coach or mentor individuals and teams to perform better and more effectively meet future workforce demands through cross-sector working develop individual and group independence improve career progression within and beyond traditional boundaries and develop capacity and capability across the health economy and sectors at regional and national levels
- Critically assess and address own learning needs, negotiating a personal development plan that reflects the breadth of on-going professional development across consultant level practice
- Develop an organisational culture with learning at its core – providing opportunities for all members of the professional team to enhance and advance their knowledge, skills and behaviours.
- Be responsible for line management day-to-day supervision and co-ordination of a group of staff including all or most of the following: initial stages of grievance and discipline, appraisal, acting as an appointment panel member, ensuring that appropriate training is delivered to staff, reviewing work performance and progress, and work allocation and checking.

INFORMATION RESOURCES

- Maintain accurate comprehensive and up to date documentation, in line with legal, departmental and professional standards of practice
- Collect, input, and store data and produce high-quality documents, reports and briefings to support and develop specialist service area.

RESEARCH AND DEVELOPMENT

- Leads research projects in [Breast Oncology] with published outcomes, securing research funding and working collaboratively with external partners (20 percent per week on average)
- Leads on audit and quality improvement projects in [Breast Oncology (20 percent per week on average)
- Acts as principal investigator at local site for local, regional or national programmes of research
- Leads and supervises others in undertaking audit/innovation/service improvement / research projects in [Breast Oncology
- [Co-ordinator and implementing Research and Development programmes which includes taking overall control of a local, regional or national programme, which may be managed elsewhere]
- Actively seeks opportunities for staff, patients and carers to be involved in research studies within specialty area
- Critically appraises and synthesises the outcome of relevant research, evaluation and audit, using the results to underpin own practice and to inform local guidance and policy
- Enable the development of a 'knowledge-rich and inquiry' culture across the Trust and system that contributes to research outputs and has a positive effect on development, quality, innovation, increasing capacity and capability, and making systems more effective
- Contribute to the widening of shared understanding through publishing research and presenting at local, national, and international conferences
- Support colleagues in developing their research acumen, mentoring, and supporting other staff to present data either at conferences or publication level.
- Actively develop a culture of sharing knowledge across the system that values research, evaluation and academic inquiry, and adds to capability and capacity.
- Contributes to national and international guideline development groups and steering groups, making sure that the wider organisation continues to lead the way in its professional practice across the system, acting as a peer reviewer of research, inquiry and innovation and evaluation projects, locally, regionally and nationally.

PHYSICAL SKILLS

- Developed physical dexterity and co-ordination for assessments and treatments requiring accuracy, including safe use of specialist and/or non-specialist equipment in a variety of settings.

PHYSICAL EFFORT

- Ability to conduct physical examination/assessments of people who may have physical, cognitive or behavioural impairments, requiring moderate physical effort over several short periods
- Manoeuvring equipment and/or mechanical aids that requires pulling, pushing, lifting and standing as required
- Required to travel to a variety of locations as needed to meet service requirements.

MENTAL EFFORT

- Frequent prolonged concentration (e.g. assessment and treatment of patients, data analysis) with interruptions; occasional intense concentration (e.g. formal presentations/hearings)
- Flexible to the demands of the work including unpredictable work patterns.

EMOTIONAL EFFORT

- Frequent exposure to distressing or emotional circumstances (e.g. complex prognostic conversations, challenging behaviour, safeguarding concerns)

WORKING CONDITIONS

- Lone working in community settings, mitigated by safety policies/protocols
- Working with patients with a wide range of complex conditions
- Frequent exposure to unpleasant working conditions (e.g., bodily fluids, cramped, unhygienic environments, verbal/physical aggression)
- Ability to work in shared space with often noisy and frequent interruptions.
- VDU user

OTHER RESPONSIBILITIES

Take part in regular performance appraisal.

Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling

Contribute to and work within a safe working environment

You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection

As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust's disciplinary policy) up to and including dismissal.

You must also take responsibility for your workplace health and wellbeing:

- When required, gain support from Occupational Health, Human Resources or other sources.
- Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health.
- Follow the Trust's health and wellbeing vision of healthy body, healthy mind, healthy you.
- Undertake a Display Screen Equipment assessment (DSE) if appropriate to role.

DISCLOSURE AND BARRING SERVICE CHECKS

This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check.

GENERAL

This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.

Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.

At Royal Devon, we are committed to reducing our carbon emissions and minimising the impact of healthcare on the environment, as outlined in our Green Plan available on our website. We actively promote sustainable practices and encourage colleagues to explore and implement greener ways of working within their roles.

PERSON SPECIFICATION

Job Title	Consultant Practitioner: All Specialities
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Requirements	Essential	Desirable
<u>QUALIFICATIONS/SPECIAL TRAINING:</u>		
Current statutory professional registration e.g. Health and Care Professions Council / Nursing and Midwifery Council / General Pharmaceutical Council	E	
Degree or equivalent in professional qualification for allied health professional, pharmacist, nurse or clinical scientist	E	
Relevant master's degree	E	
Willingness to undertake doctorate level education	E	
Doctorate level education		D
Significant post-graduate specialist training relevant to specialty	E	
Independent non-medical prescribing	E	
Leadership qualification		D
Teaching qualification		D
Mentorship/Coaching course		D
<u>KNOWLEDGE/SKILLS:</u>		
High-quality evidence across all domains of the Centre for Advancing Practice Multi-professional consultant-level practice capability and impact framework (NHS England, 2023)	E	
Demonstrable knowledge of risk management processes and clinical governance	E	
Excellent clinical and practical skills	E	
Evidence of compassionate leadership skills	E	
Strong organisation and time management skills	E	
Ability to work with complex and diverse health informatics systems	E	
Ability to communicate effectively both in written and verbal form	E	
Ability to manage own case load working to priorities and deadlines	E	
Expert communication skills in managing highly complex, sensitive or contentious information, and supporting people in making complex decisions	E	
Awareness of local and national health policy	E	
Strong digital and data capabilities (e.g., ability to use electronic patient records, analyse information systems and produce high-quality reports and presentations using Word, Excel, PowerPoint etc.)	E	

<p><u>EXPERIENCE:</u></p> <p>Expertise in relevant specialist area of practice with experience in all domains of the Centre for Advancing Practice Multi-professional consultant-level practice capability and impact framework (NHS England, 2023)</p> <p>Significant experience in planning activities and quality improvement projects or research resulting in improved outcomes</p> <p>Experience in contributing to and influencing strategic direction, service transformation and pathway redesign at organisational, regional and national levels</p> <p>Experience in policy development and implementation at regional or national level (committees, NICE etc)</p> <p>Recent experience in clinical audit, quality improvement or research</p> <p>Applied research methodology at post-graduate level</p> <p>Experience of gathering and analysing complex information/report writing</p> <p>Change management</p> <p>Multiprofessional supervision</p> <p>Experience of patient involvement and improving patient experience</p> <p>Experience in securing research and/or quality improvement funding</p>	<p>E</p> <p>E</p> <p>E</p> <p></p> <p>E</p> <p>E</p> <p>E</p> <p></p> <p></p> <p></p> <p></p> <p></p>	<p></p> <p></p> <p></p> <p>D</p> <p></p> <p></p> <p></p> <p></p> <p>D</p> <p>D</p> <p>D</p> <p>D</p>
<p><u>PERSONAL REQUIREMENTS:</u></p> <p>Able to make judgements involving highly complex facts where there may be conflicting information/opinion</p> <p>Evidence of translation of research evidence into practice through guidance or policy authorship</p> <p>Track record of knowledge dissemination through publication and/or conference presentation</p> <p>Flexible and responsive to changing environments</p> <p>Evidence of relevant, recent study and continuing professional development</p> <p>Demonstrates an enthusiastic, approachable and friendly manner</p> <p>Use own initiative and work independently recognising when to seek help</p>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p></p> <p></p> <p></p> <p></p> <p></p> <p></p> <p></p>
<p><u>OTHER REQUIREMENTS:</u></p> <p>Ability to travel and move frequently between sites and across Devon as required.</p> <p>The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust</p>	<p>E</p> <p>E</p>	<p></p> <p></p>

		FREQUENCY			
		(Rare/ Occasional/ Moderate/ Frequent)			
WORKING CONDITIONS/HAZARDS		R	O	M	F
Hazards/ Risks requiring Immunisation Screening					
Laboratory specimens	Y	Y			
Contact with patients	Y				
Exposure Prone Procedures	Y	Y			
Blood/body fluids	Y			Y	
Hazard/Risks requiring Respiratory Health Surveillance					
Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate)	Y	Y			
Respiratory sensitisers (e.g isocyanates)	N	Y			
Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel)	Y		Y		
Animals	N	Y			
Cytotoxic drugs	Y				
Risks requiring Other Health Surveillance					
Radiation (>6mSv)	N				
Laser (Class 3R, 3B, 4)	N				
Dusty environment (>4mg/m3)	N				
Noise (over 80dBA)	N				
Hand held vibration tools (=>2.5 m/s2)	N				
Other General Hazards/ Risks					
VDU use (> 1 hour daily)	Y				Y
Heavy manual handling (>10kg)	Y			Y	
Driving	Y			Y	
Food handling	N				
Night working	N				
Electrical work	N				
Physical Effort	Y				Y
Mental Effort	Y				Y
Emotional Effort	Y				Y
Working in isolation	Y		Y		
Challenging behaviour	Y			Y	