

Senior Fellow in Colorectal Surgery

Job description

Context

Barts Health NHS Trust is one of Britain's leading healthcare providers and the largest trust in the NHS. It was created on 1 April 2012 by bringing together three trusts: Barts and The London NHS Trust, Newham University Hospital NHS Trust and Whipps Cross University Hospital NHS Trust. The new trust has a turnover of approximately £1.1 billion and approximately 15,000 employees.

Together our hospitals - Newham University Hospital in Plaistow, St Bartholomew's (Barts) in the City, The Royal London in Whitechapel, and Whipps Cross in Leytonstone - deliver high quality clinical care to the people of east London and further afield.

The hospitals offer a full portfolio of services that serve the needs of the local community, and are home to some of Britain's leading specialist centres including cancer, cardiac, trauma and emergency care. Barts Health also has one of the UK's busiest children's hospitals and internationally renowned surgical facilities.

Our vision is to create a world-class health organisation that builds on strong relations with our partners and the communities we serve – one dedicated to ending the historic health inequalities in east London. We will build an international reputation for excellence in patient care, research and education. And as members of UCL Partners, the largest academic health sciences system in the world, we will ensure that our patients are some of the first in the country to benefit from the latest drugs and treatments.

We are looking for the best talent to lead our ambitious new healthcare organisation. In return, the Barts Health will provide unsurpassed professional development opportunities, enabling investment in a range of new initiatives that would mean:

- doctors and nurses in training will be able to gain experience in different hospitals along the whole patient pathway;
- there would be greater opportunity for career progression – we could retain good staff who might otherwise leave to gain promotion;
- becoming world-class will enable us to recruit some of the best doctors and researchers in the world – who can share their knowledge and experience;
- joining forces with other partners in an Academic Health Science System will mean that staff would be better able to secure funds and pool their talents to develop new technology, techniques and treatments.

Colorectal Surgery and Pelvic Floor Services, Royal London Hospital

Barts Health NHS trust currently provides colorectal surgical services from its three sites. The 'Colorectal Surgery and Pelvic Floor Services' at the Royal London Hospital is part of the department of general surgery, which also has specialist divisions of hepato-pancreatobiliary surgery and upper GI surgery. At the Royal London Hospital there are 5 substantive consultant colorectal surgeons and a further colorectal consultant who works cross-site between Royal London and Whipp's Cross hospital. Currently, a substantive consultant colorectal surgeon and a locum consultant surgeon from Newham hospital undertake cancer resections at the Royal London hospital.

The colorectal surgery services at the Royal London hospital runs a full spectrum of activities including in-patient and out-patient care, support endoscopy services, and has well established inter-disciplinary working with other cancer services (gynae-oncology, HPB), gynaecology for endometriosis, IBD unit for surgical care of IBD patients, and HIV team for patients with anogenital neoplasia. The internationally renowned pelvic floor services including the GI physiology unit is part of the colorectal establishment at the Royal London hospital and has joint working with gynaecology and urogynaecology experts.

Consultant Staff and Expertise:		
Name		Major clinical interest
Prof S Ahmed	Consultant in Colorectal Surgery	Colorectal cancer, Diverticular disease, laparoscopic surgery, complex endometriosis surgery, AR and VR in surgery
Mr C Chan	Consultant in Colorectal Surgery	IBD surgery, Intestinal failure surgery, complex perineal surgery, robotic surgery
Mr P Giordano	Consultant in Colorectal Surgery	Pelvic floor surgery, abdominal wall reconstruction, functional bowel disease, laparoscopic surgery
Prof C Knowles	Professor of Surgery, Consultant in Colorectal Surgery	Pelvic floor disorders, functional bowel disease, complex perineal surgery, fistula surgery, neuromodulation
Miss A Minicozzi	Consultant in Colorectal Surgery	Colorectal cancer, advanced pelvic malignancies, laparoscopic surgery, complex surgery for colorectal and pelvic cancer
Mr MA Thaha	Consultant & Senior Lecturer in Colorectal Surgery	Colorectal cancer, anal cancer, laparoscopic surgery, robotic surgery

Job description

Job title:	Senior Fellow in Colorectal Surgery	
Clinical Division:	Surgery & Perioperative Care	
Board/corporate function:	Board of Surgery	
Salary band:		
Clinically responsible to:	Prof Charles Knowles, Mr Pasquale Giordano	
Accountable to:	Prof Charles Knowles	
Location:	Whitechapel	
Budgetary responsibility:	No budgetary responsibility	
Manages:	Direct reports:	
	Indirect reports:	

Aim of the role

- This is a key joint post in the department of Colorectal & Pelvic Floor Surgery at Barts Health NHS Trust. The post is based at the Royal London Hospital (Whitechapel) but may require work at other Trust sites in the City and East London. It is also linked to the National Bowel Research Centre (NBRC), which is part of Queen Mary University of London (QMUL). The post-holder will be clinically responsible for the smooth running of the department whose work spans the whole breadth of coloproctology. However, the placement will focus on the surgical management of pelvic floor and functional colorectal disorders with key participation in our regional pelvic floor MDT, clinics, and theatres. In addition, the post-holder will gain subspecialist clinical training and operative experience in IBD, complex proctology and abdominal wall reconstruction. Academically he/she will be responsible for a defined research or educational project (with senior academic supervision) related to pelvic floor or other research of the NBRC. The post-holder will also have an important teaching role of undergraduate medical students.

Key working relationships

- The fellow is expected to regularly work predominantly with 2 consultants, Prof Knowles and Mr Giordano but will have key interactions with the working of other three consultants in the department. Other training staff include three-deanery rotating 'speciality registrars' (StR) including one clinical lecturer, two non-deanery clinical fellows (StR level), one academic clinical fellow (core training), two junior clinical fellows (SHO level) and four FY1 trainees. The lead nurse specialist (Ms. Kim Martin-Lumbard), several clinical nurse specialists, stoma therapists, MDT co-ordinator and various clinical research fellows also support the department.
- The fellow will work as part of a multidisciplinary team of clinicians, scientists, nurses and support staff, developing good working relationships within the team, and making use of discussions with the project supervisor(s), and other team members as appropriate, to establish and maintain excellent communication links.
- The fellow will provide, receive and present complex information to a large group of staff/students/peers within the clinical department, research centre, institute, SMD, Trust and externally.
- To review study progress with the project medical co-ordinator on a regular basis

Main duties and responsibilities

Clinical

- The 'Colorectal Surgery and Pelvic Floor Services' at the Royal London hospital runs a weekly timetable for all of its activities. The fellow will usually be involved with 2 - 3 operating sessions and a minimum of two specialist outpatients' sessions per week. This includes the weekly regional pelvic floor MDT, specialist and general colorectal clinics. The fellow will be responsible to provide day-to-day care for inpatients together with appropriate leadership and ward supervision for junior trainees. At the Royal London hospital, the post-holder will gain experience in the following areas: pelvic organ prolapse surgery (laparoscopic, open and perineal) including joint urogynaecology cases; complex proctology including anal sphincter repair and innovative techniques to fistula and pilonidal disease; sacral nerve stimulation; and abdominal wall reconstruction. In addition, the post-holder will have the opportunity to train and then perform tests of naorectal and colonic function in the internationally renowned GI physiology unit. The post holder will be required to participate in the emergency on-call rota for general surgery and Trauma at HST level. They will also be responsible (with others) for providing an acute IBD service.

Teaching

- The appointee will be involved in the teaching of undergraduates and postgraduates. He/she will be required to assist in the organisation of progressive assessment of students and the MB BS examinations, which include OSCE's and PBL's.
- He/she will host a didactic weekly, 1 hour, surgical teaching forum for undergraduates.

Research

- The post-holder will be expected to participate in the research of the department, which has an established world-class track record in functional colorectal and pelvic floor research. The fellow is expected to develop publications that will enhance the departments research reputation at national and international level and that will clearly demonstrate originality and scholarship.
- The fellow is expected to attend and participate in the department's academic activities, e.g. laboratory and journal club meetings, research group meetings and weekly seminars.

Other

- The duties of the post outlined above are not exhaustive, and the post-holder will be expected to be co-operative and flexible, undertaking such administrative and other duties as may from time to time be reasonably expected of a member of research grade staff in a university.
- The post holder will be responsible for co-ordinating and running the weekly morbidity and mortality meeting of the colorectal surgery department.

Dimensions

- The post-holder will be expected to directly supervise the junior surgical staff as well as assist the clinical research fellows whose number usually vary from 4 – 5 at any one time.
- The job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the post holder.
- The post holder might be required to work across the Trust at any time throughout the duration of his/her contract, which may entail travel and working at different hospital.

Working Environment (knowledge of special working practices, breadth of management skill required, customer impact, responsibility, efficiency)

Clinical	<ul style="list-style-type: none"> • There will be a requirement to participate in the HST on-call rota for general surgery and trauma. Currently, the emergency general surgery on-call rota runs a two-tier system at speciality registrar level (StR-1 and StR-2), and has SHO's to support.
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	<ul style="list-style-type: none"> • The fellow will not be timetabled to do elective work when he/she is on-call for emergency. • The appointee will be expected to cover the daytime duties of the HST when that individual is absent or on-call. As a consequence, the department's leave application procedure allows only 2 StR's (including fellows) to be away at the same time. • There will be ample time for research and academic activities. • To ensure that fellow is compliant with the Statutory and Mandatory training requirements of the hospital trust.
Research	<ul style="list-style-type: none"> • To keep up to date with scientific, clinical and professional issues, in particular relating to developments in the specific subject area. • To ensure that all research is undertaken according to Good Clinical Practice (GCP), Good Laboratory Practice (GLP), College and Trust protocols. •
Teaching	<ul style="list-style-type: none"> • To contribute to the delivery of undergraduate and postgraduate curricula in accordance with the departments Teaching and Learning Service Level Agreement and as agreed by the Project Supervisor, the Colorectal Surgery department Lead, and the Centre director. This may include contributing to course and examination organisation, and, when required, serving on strategic or tactical committees related to teaching.
Other	<ul style="list-style-type: none"> • To ensure they are fully aware of and comply with the College's/Trust's policies and procedures in relation to data protection, confidentiality, health and safety at work, COSHH regulations, infection control, safe handling of drugs, and all local safety rules regarding fire, chemical, radioisotope and gene manipulation hazards. • To identify own training needs and to remain up to date with current professional thinking. • The post-holder must at all times carry out their responsibilities with due regard to the trust and college's equal opportunities policy.

Freedom to Act & Decision making (depth of control, supervision received, use of judgement & initiative, analytical ability)

Clinical	<ul style="list-style-type: none"> • The appointee will be primarily line-managed by professor Knowles and Mr Giordano. However, he/she will have clinical responsibilities at times to Mr Chan, Prof. S Ahmed, Miss. A Minicozzi, and Mr. M Thaha for some major IBD, intestinal failure and cancer-related surgery. The fellow will work closely with all the other junior training members of staff along with the nursing and supportive staff in the department.
Research	<ul style="list-style-type: none"> • To make research initiatives and original contributions to the research programme wherever possible, and to contribute freely to the team research environment in a manner conducive to the success of the research project as a whole.

Other	<ul style="list-style-type: none"> • These duties will be subject to review in line with the changing requirements of the department of colorectal surgery, Institute, School or College, and with the development needs of the post-holder as identified through regular review/appraisal processes.
Decision making	<ul style="list-style-type: none"> • Clinical decisions about the care of patients to be made in the context of multidisciplinary meetings. • Research decisions to be made following presentation to research active colleagues and after discussion with research supervisors. • Judgements involving complex facts or situations, which require analysis, interpretation and comparison of data from both clinical and laboratory based research. • To ensure that patient care is conducted in accordance with good clinical practice. • To use forward planning and goal-setting to ensure that the study proceeds to target. • To adopt flexible working practices where required.

Performance management and appraisal

- All staff are expected to participate in individual performance management process and reviews. The 'Colorectal Surgery and Pelvic Floor Services' at the Royal London hospital has a team-based approach for its trainee appraisals. A colorectal consultant panel led by Ms. A Minicozzi, the teaching/training lead for the department will undertake the appraisal of the fellow.

Personal development and training

- Barts Health NHS Trust actively encourage development within the workforce and employees are required to comply with trust mandatory training.
- Barts Health's education academy aims to support high quality training to NHS staff through various services. The trust is committed to offering learning and development opportunities for all full-time and part-time employees.
- No matter where you start within the NHS, you will have access to extra training and be given every chance to progress within the organisation. You will receive an annual personal review and development plan to support your career progression and you will be encouraged to develop your skills and experience.

Health and safety at work

- The post holder has a duty of care and personal obligation to act to reduce healthcare-associated infections (HCAIs). They must attend mandatory training in infection prevention and control (IP&C) and be compliant with all measures required by the trust to reduce HCAIs. All post holders must comply with trust infection screening and immunisation policies as well as be familiar with the trust's IP&C policies, including those that apply to their duties, such as hand decontamination, personal protective equipment, aseptic techniques and safe disposal of sharps.
- All staff must challenge noncompliance with infection, prevention and control policies immediately and feedback through the appropriate line managers if required.

Confidentiality and data protection

- All employees are expected to comply with all trust policies and procedures related to confidentiality and data protection and to work in accordance of the Data Protection Act 1998. For those posts where there is management or supervision of other staff it is the responsibility

of that employee to ensure that their staff receive appropriate training (e.g. HISS induction, organising refresher sessions for staff when necessary).

Conflict of interest

- The trust is responsible for ensuring that the service provided for patients in its care meets the highest standard. Equally it is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The trust's standing orders require any officer to declare any interest, direct or indirect with contracts involving the trust. Staff are not allowed to further their private interests in the course of their NHS duties.

Equality and diversity

- The trust values equality and diversity in employment and in the services we provide. It is committed to promoting equality and diversity in employment and will keep under review our policies and procedures to ensure that the job related needs of all staff working in the Trust are recognised. The Trust will aim to ensure that all job applicants, employees or clients are treated fairly and valued equally regardless of sex, marital status, domestic circumstances, age, race, colour, disablement, ethnic or national origin, social background or employment status, sexual orientation, religion, beliefs, HIV status, gender reassignment, political affiliation or trade union membership. Selection for training and development and promotion will be on the basis of the individual's ability to meet the requirements for the job.
- You are responsible for ensuring that the trust's policies, procedures and obligation in respect of promoting equality and diversity are adhered to in relation to both staff and services.

Safeguarding adults and children

- Employees must be aware of the responsibilities placed on them to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager, consultant

Barts Health values based leadership

- Our leaders ensure a focus on health where patients are at the centre of all we do. They work to create a culture where innovation is promoted and encouraged. They lead by example and demonstrate value-based decision making as being integral to the ways of working within the Trust.
- Barts Health leaders are role models who demonstrate those attitudes and behaviours, which will make us unique. Our leaders are passionate about delivering high quality patient care, take pride in the work that they do to and are committed to the delivering the Barts Health NHS Trust 10 pledges of:
 1. Patients will be at the heart of all we do.
 2. We will provide consistently high quality health care.
 3. We will continuously improve patient safety standards.
 4. We will sustain and develop excellence in research, development and innovation.
 5. We will sustain and develop excellence in education and training.
 6. We will promote human rights and equalities.
 7. We will work with health partners to improve health and reduce health inequalities.
 8. We will work with social care partners to provide care for those who are most vulnerable.
 9. We will make the best use of public resources.
 10. We will provide and support the leadership to achieve these pledges.

- Our leaders are visible leaders who believe in spending time listening and talking our staff, patients and partners about the things that are important to them and the changes they would like to make to continuously improve patient care.
- Barts Health leaders work with their teams to develop organisational values, embed them in our ways of working and create the cultural changes required to ensure that we consistently provide an excellent patient experience, regardless of the point of delivery, in an environment where people want to work, regardless of where they work or what they do.

Person specification

Post	Senior Fellow in Colorectal Surgery			
Dept./Div.	Colorectal Surgery & Pelvic Floor Services, Division of Surgery & Perioperative Care			
Essential = E Desirable = D		E or D	Application form	Interview
Qualifications and knowledge	<ul style="list-style-type: none"> Medical qualification FRCS/MRCS or equivalent Track record in research 	E E D		
Experience	<ul style="list-style-type: none"> Has completed Basic Surgical Training At the end of/completed Higher Surgical Training Reasonable surgical experience as evidenced by logbook Some experience in research methodology *e.g. BSc 	E E E D		
Knowledge, Skills, Ability	<ul style="list-style-type: none"> Wide clinical knowledge Excellent communication skills Ability to supervise clinical research assistants/junior staff 	E E D		
Attitude & disposition	<ul style="list-style-type: none"> Flexible and co-operative. Self-motivated Willingness to learn new skills Willing to be innovative and to deal with responsibilities of the Unit Willingness to extend normal hours to pursue the research project Good interpersonal skills 	E E E E E E		
Other Circumstances	<ul style="list-style-type: none"> Good communication and presentation skills Computer skills Willingness to work on different sites 	E E E		