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WALES

Bwrdd Iechyd Prifysgol  
Caerdydd a'r Fro  
Cardiff and Vale  
University Health Board

***Caring for People, Keeping People Well***

## **CONSULTANT IN ENT SPECIALIST INTEREST IN RHINOLOGY**

**10 sessions per week**

### **Job Description**

Cardiff and Vale University Health Board is the operational name of Cardiff and Vale University Local Health Board.  
Bwrdd Iechyd Prifysgol Caerdydd a'r Fro yw enw gweithredol Bwrdd Iechyd Lleol Prifysgol Caerdydd a'r Fro.

# **CARDIFF AND VALE UNIVERSITY HEALTH BOARD**

## **JOB DESCRIPTION**

### **CONSULTANT IN ENT**

#### **1. THE HEALTH BOARD**

Cardiff and Vale University Health Board was established in October 2009 and is one of the largest NHS organisations in the UK. We have a responsibility for the promotion of health and well-being of around 475,000 people living in Cardiff and the Vale of Glamorgan, the provision of local primary care services, running of health centres, community health teams, hospitals – providing treatment and care when health and well-being isn't the best it could be.

We are increasingly focusing the planning and delivery of our care based on neighbourhoods and localities to help ensure people receive care as close to home as possible where it is safe and effective to do so. We also provide specialist services for people across South Wales and in some cases the whole of Wales.

The Health Board also serves a wider population of 2.5 million people across South and Mid Wales and manages a number of services of a regional and sub-regional nature namely cardiology, cardiac surgery, PICU, neurology, neurosurgery, medical genetics, bone marrow transplantation, renal transplant and toxicology. On-site services include 24/7 PCI, stroke thrombolysis, ophthalmology, maxillo-facial, trauma, general medicine, general surgery, urology and paediatrics. From September 2020, University Hospital of Wales is designated as the first Major Trauma Centre to launch in Wales.

In 2020-21, the Health Board's total turnover was £1.7 billion and it employs approximately 13,500 staff.

Phase II of the Children's Hospital for Wales was completed in 2015 and has seen re-development and consolidation of all paediatric specialities into a dedicated Children's hospital with five theatres, PICU, Medical and Surgical Wards OPD, Radiology and an admission and assessment unit.

We are also a teaching Health Board with close links to Cardiff University which boasts a high profile teaching, research and development role within the UK and abroad; and enjoy strengthened links with the University of South Wales and Cardiff Metropolitan University. Together, we are training the next generation of clinical professionals.

#### **1.1 Values & Behaviours**

In 2012, Cardiff and Vale University Health Board undertook a listening exercise entitled 'Picture the Future' in which staff were invited to provide feedback about working within the Health Board. As a result of this feedback, a plan of action was devised - named 'Organising for Excellence' - which aims to secure the kind of future we want to offer to the people we serve.

'Picture the Future' also identified key Values and Behaviours which should underpin the work of its staff in order to achieve success for the organisation. These can also be

closely aligned with the principles of 'Good Medical Practice' standards as published by the General Medical Council.

| <b>Our Values</b>   |
|---|
| <ul style="list-style-type: none"><li>• <b>Care</b> about the people we serve and the people we work with.</li><li>• Act with <b>kindness</b> – because it costs nothing, and makes all the difference in the world.</li><li>• Show <b>trust</b> – because our staff have been trained to do their jobs and we work at our best when we feel we are being trusted.</li><li>• Take and expect <b>personal responsibility</b> – because everyone has a job to do and we are all responsible for doing our jobs as well as we can.</li><li>• Be <b>respectful</b> – because this is what we want for ourselves.</li><li>• Always act with <b>integrity</b> – because we build trust and respect if we keep our promises, do what we say we will do, and work as colleagues together.</li></ul> |

| <b>Our Behaviours</b>  |
|--|
| How these values become part of our everyday behaviour:-   |
| <ul style="list-style-type: none"><li>• Being enthusiastic and taking responsibility for what we do.</li><li>• Doing what we say we will do and being honest with ourselves and others</li><li>• Treating people as we would like to be treated, and always with compassion</li><li>• Thanking people, celebrating success and, when things go wrong, asking “what can we learn?”</li><li>• Looking for feedback on how we’re doing and always striving for better ways of doing things</li><li>• Never letting structures get in the way of doing the right thing</li></ul> |

The Health Board needs to be sure that the staff they employ have values and behaviours that are aligned with those of the organisation thereby ensuring that appointees will be able to make an ongoing contribution to the positive culture of the organisation and meet the required standards of behaviour to patients, carers and the public and to one another.

It is therefore likely that interviewees will be asked questions which encourage them to talk about themselves and provide insight into their personal values and behaviours.

## 1.2 NHS Wales Core Principles

The NHS is about people, working with people, to care for people. NHS Wales values all its staff – from Wales, the UK, EU and non-EU foreign nationals. As part of NHS Wales’ ongoing commitment to strengthen the values and behaviours of Health Boards and Trusts, the following Core Principles have been developed which further help staff respond better to the demands for its services:-

- ✓ We put our patients and users of our services first
- ✓ We seek to improve our care
- ✓ We focus on wellbeing and prevention
- ✓ We reflect on our experiences and learn
- ✓ We work in partnership and as a team
- ✓ We value all who work for the NHS

These Core Principles describe how everyone within NHS Wales is expected to behave and help us all to achieve the highest quality in everything we do.

## 2. THE HEALTH BOARD STRUCTURE

Medical Director: Professor Meriel Jenney

Medical & Dental services are delivered via 7 main Clinical Boards (as listed below) and the All Wales Medical Genomics Service:

|                             |  |
|-----------------------------|--|
| Medicine                    | Surgery                                |
| Specialist Services         | Clinical Diagnostics & Therapeutics    |
| Children & Women's Services | Primary, Community & Intermediate Care |
| Mental Health               |  |

This post sits within the Surgery Clinical Board.

Clinical Board Director – Mr David Scott Coombes  
Deputy Clinical Board Director – Mr Sandeep Berry  
Interim Clinical Board Head of Operations & Delivery – Mrs Tina Baylis

Clinical Director/ Deputy Clinical Board Director – Mr Sandeep Berry  
General Manager /Deputy Director of Operations - Mrs Tina Baylis  
ENT Speciality Manager – Michelle Harding

## 3. THE JOB ITSELF

**Title:** Consultant in Otolaryngology ENT

**Base location:** Cardiff and Vale University Health Board

### **Other locations at which duties are performed:**

In view of the fact that the Health Board is currently undertaking a review of its services and the locations at which they are undertaken, it is important to be aware that work patterns may change and the place(s) of duties modified.

### **Accountability:**

The post holder will be professionally accountable to the Medical Director and managerially accountable to the Clinical Board Director.

### 3.1 Names of Senior and Consultant members of the Department

Mr Sandeep Berry- Clinical Director / Deputy Clinical Board Director

Mr Alun Tomkinson ENT surgeon  
Mr David Owens  
Mr Graham Roblin  
Mr Stuart Quine

Mr Gareth Williams  
Mr Ali Al Hussaini  
Mr Ben Stew  
Mr Andrew Hall  
Dr Deepak Rajenderkumar (Audiological Medicine )  
Dr Lorraine Lewis – Audiology Director

### **3.2 Other Medical Staff in the Department**

Mr R Tewary (Associate Specilaist)  
Mrs Swati Kumar ((Associate Specilaist)

The review of services and the implementation of Government initiatives may result in revision to junior staffing levels and support.

### **3.3 Other Relevant Staff**

Lorraine Lewis (Director Audiology)  
Heidi Williams assistant Director of audiology  
Razun Miah (principle (Clinical Scientist Audiology)

Abe Cabalse – Outpatient ENT clinic Manager

Michaela Cother -specialist Nurse practitioner  
Jai Azad – specialist nurse  
Annemarie Godgin- Nurst practiotioner  
And the Day Surgi

### **3.4 Secretarial Support and Accommodation**

Currently there are 6 medical secreatiries for ENT and one for Audiology.  
These secretaries are based are based in Outpatient clinic 14. Ground floor UHW

## **4. WORK OF THE DEPARTMENT**

Cardiff and Vale UHB wishes to appoint a substantive Consultant ENT Surgeon (full time 10 PA) to undertake general ENT work with an interest in Rhinology.

The Department comprises a team of forward thinking individuals who continually strive to improve patient care and pathways, and embrace innovation and change.

A wide variety of ENT procedures are undertaken including Skull base surgery, Robotic, cochlear implants, Head and Neck. The majority of elective adult work is undertaken in the Short Stay Surgical Unit Theatres, and the Day Surgical Unit at University Hospital Llandough.

There are minimum ENT Main Theatre sessions every week, inclusive of theatres within the Childrens Hospital for Wales.

The specialist nursing team comprises 3 full time members and one paediatric. These nurses provide a comprehensive Nurse led service and support SDEC – Same Day Emergency Care and ENT casualty.

The postholder will work with the current consultants in consolidating the secondary care service for the residents of Cardiff and Vale and also to further enhance the tertiary referral practice provided for Wales in ENT surgery.

C&V UHB Otolaryngology department is recognised as the tertiary centre for Head and Neck, Paediatric ENT and Neuro-otological Emergency.

The Otolaryngology department is a well organised and a well-run unit within the Cardiff and Vale Health Board. The Department has been instrumental in delivery of Board level targets and has been a key stakeholder in innovation and delivery of innovative practice.

The Otolaryngology department in the University Hospital of Wales has always been the flagship department in Wales and has also additionally led on Education and Research for the Welsh ENT body.

This department requires an additional Consultant ENT Surgeon with an interest in Rhinology, for which Cardiff and Vale is a tertiary referral centre.

## **5. MAIN DUTIES AND RESPONSIBILITIES**

### **5.1 Clinical**

- 5.1.1 You will provide with consultant colleagues (as appropriate) a service in the speciality to the hospitals so designated, with responsibility for the prevention, diagnosis and treatment of illness and promotion of health.
- 5.1.2 You will have continuing responsibility for the care of patients in your charge in liaison with consultant colleagues and for the proper functioning of the department in line with the Operational Policy and Strategic Plan (as amended from time to time).
- 5.1.3 You will be responsible for the professional supervision and management of junior medical/dental staff. If appropriate the post holder will be named in the contracts of junior staff as the person responsible for overseeing their training and as an initial source of advice to such doctors regarding their careers.
- 5.1.4 You will be required to participate in continuing medical education in ways which are acceptable to the Chief Executive. The UHB supports the requirements for continuing professional development and is committed to providing time and financial support for these activities in line with the UHB Policy.
- 5.1.5 You will be required to participate in and contribute to Clinical Audit in line with the Health Board's policy on the implementation of Clinical Governance.
- 5.1.6 Domiciliary consultations - as appropriate to Cardiff and Vale residents in accordance with the Health Board Policy.
- 5.1.7 The successful candidate will participate in a 1 in 9 consultant of the week rota to cover UHW Hospital.  
The on-call week is from Friday 8am to Friday 8am inclusive of Weekend working.  
All elective clinical activities during weekdays is cancelled.  
During the on-call week, Consultant of the week undertakes daily ward rounds, USC clinic (6 patients per day), Telemedicine advice, emergency theatres and patient administration.  
The on-call week attracts band 1 intensity . On call resident predictable time for weekday is from 8am-5pm with non resident unpredictable time being 10 hrs. whereas the on call resident predictable time on weekends is 3 hrs, to undertake ward rounds with non resident unpredictable being 6 hrs.
- 5.1.8 You will be required to cover for consultant colleagues' periods of leave.
- 5.1.9 Any other duties with other agencies that have been agreed with the employing Health Board (e.g. Prison Service).

### **5.2 Teaching**

- 5.2.1 You will be responsible for carrying out teaching, examination and accreditation duties as required and for contributing to and participating in postgraduate and continuing medical education activity and audit activities, locally and nationally.

- 5.2.2 All consultants teach and train at all levels of undergraduate and postgraduate education. There is a very active postgraduate training department, which organises medical and dental education led by the Dean of Postgraduate Medical and Dental Education within Health Education and Improvement Wales (HEIW).
- 5.2.3 It is anticipated that an Honorary Clinical Teacher appointment will be offered to the successful candidate by Cardiff University.

### **5.3 Research**

- 5.3.1 The successful candidate will be encouraged to participate fully in current research projects and to initiate projects of his/her own. Excellent research facilities are available on site and present research topics include TNO

### **5.4 Management**

- 5.4.1 You will be required to co-operate with local management in the efficient running of services and expected to share with consultant colleagues in the medical contribution to management within your supporting professional activities. In addition it should be noted that a system of Clinical Directorship is in operation and close liaison with appropriate colleagues will be required.
- 5.4.2 You will be required to work within the financial and other restraints decided upon by the Health Board. Additional expenses of any kind will not be committed without the approval of the appropriate manager/budget holder. All changes in clinical practice, workload or development requiring additional resources must have prior agreement with the Health Board.
- 5.4.3 Subject to the Terms and Conditions of Service you will be expected to observe policies and procedures of the Health Board, drawn up in consultation with the profession where they involve clinical matters.
- 5.4.4 You will be expected to pursue local and national employment and personnel policies and procedures in the management of employees of the Health Board.
- 5.4.5 You will be required to ensure that arrangements are in place for adequate medical/dental staff to be available in relation to the treatment and care of patients.
- 5.4.6 You will be required to conform to best management practice in respect of patient activity and waiting lists.

## **6. PROVISIONAL WORK PROGRAMME**

(as required under paragraph 30A of the Terms and Conditions of Service)

- 6.1 PROPOSED WEEKLY TIMETABLE OF PROGRAMMED DUTIES** (i.e. regular scheduled NHS activities in accordance with the criteria detailed under the Amendment

of the National Consultant Contract in Wales). The duties described here are provisional and will be the subject of annual review and will form a composite part of the JOB PLAN which will be agreed between the post holder and the Chief Executive or a nominated deputy.

|                  |    | Sessions  | Hours   | Type of work   |
|------------------|----|---|---|--|
| <b>Monday</b>    | AM | Uncontracted  |   |  |
|                  | PM | SPA-  | 3.75<br>Hours                                       | 13.15-1700hrs  |
| <b>Tuesday</b>   | AM | SSSU theatre  | 3.75<br>Hours                                       | 08.30- 12.15 hrs<br>pre op and Post ward<br>rounds   |
|                  | PM | SPA   | 3.75<br>Hours                                       | 13.15-1700hrs  |
| <b>Wednesday</b> | AM | Consultant Connect- Telemedicine advice/ triage.<br>Attend Anywhere- Video outpatient consultations   | 3.75<br>Hours                                       | Video outpatient<br>consultations.<br>Telemedicine advice/<br>triage. Admin  |
|                  | PM | Consultant connect / Attend Anywhere  | 3.75<br>Hours                                       | 1315-17.00hrs.<br>admin<br>Video outpatient<br>consultations.<br>Telemedicine advice.<br>Admin   |
| <b>Thursday</b>  | AM | Specialist Clinic   | 3.75<br>Hours                                       | 09.00-12.45 includes<br>admin time   |
|                  | PM | Adult clinic  | 3.75<br>Hours                                       | 13.15-17.00 includes<br>admin time   |
| <b>Friday</b>    | AM | Specialist Outpatient Clinic  | 3.75<br>Hours                                       | 9.00-12.45 includes<br>admin time  |
|                  | PM | Theatre   | 3.75<br>Hours                                       | 13.30pm-1715 hrs<br>Includes pre and post<br>ward round.   |
| <b>On-call</b>   |    | 1 in 9 week on call starting Friday 8am- Friday 8am,<br>inclusive weekends. All elective outpatient and<br>theatres cancelled to facilitate on call commitment. | 0.33<br>Predicat<br>ble<br>0.67<br>unpredic<br>able | Daily Ward rounds,<br>theatre, EU, SDEC –<br>same day emergency<br>care. Band intensity<br>1. Admin. USC<br>clinic.<br>Band intensity 1.<br>Weekend ward<br>rounds |

## Notes:

1½ sessions will be allocated within the job plan for Core Supporting Professional Activities. Additional SPA time will be arranged by mutual agreement between the Consultant appointee and Directorate where additional SPA time / activity can be identified and evidenced in specific SPA roles. The notional split of DCC/SPA time is 8/2 and will be subject to Job Plan Review and agreement. If sufficient outcomes from SPA time cannot be evidenced, SPA sessions may be reallocated to DCC sessions by agreement. A full session is normally 3¾ hours duration.

Mentoring arrangements are available in the Directorate and a senior clinician may be provided to the successful candidate if desired. The UHB also runs a Corporate Consultant Induction Programme for new Consultant appointees.

Direct clinical care covers:-

- Emergency duties (including emergency work carried out during or arising from on-call)
- Operating sessions including pre and post-operative care
- Ward rounds
- Outpatient clinics
- Clinical diagnostic work
- Other patient treatment
- Public health duties
- Multi-disciplinary meetings about direct patient care
- Administration directly related to patient care e.g. referrals, notes etc.

Supporting professional activities covers:-

- Training
- Continuing professional development
- Teaching
- Audit
- Job planning
- Appraisal
- Research
- Clinical management
- Local clinical governance activities

## 7. REVIEW OF THIS JOB DESCRIPTION IN RELATION TO JOB PLANS

This job description will form a composite part of a Job Plan which will include your main duties, responsibilities and expected outcomes. The Job Plan will be agreed on an annual basis between you and your Clinical Director and confirmed by the Clinical Board Director. In cases where it is not possible to agree a Job Plan, either initially or at an annual review, the appeal mechanism will be as laid out in the Amendment of the National Contract in Wales.

Annual job plan reviews will also be supported by the Consultant appraisal system which reviews a Consultant's work and performance and identifies development needs as subsequently reflected in a personal development plan.

## **8. MAIN CONDITIONS OF SERVICE**

- 8.1** This post is covered by the terms and conditions of service, including pay and leave entitlement, which apply to medical and dental staff employed in Wales as amended from time to time. Details of these may be obtained from the Medical Workforce Department.
- 8.2** The post is pensionable unless the appointee opts out of the scheme or is ineligible to join. Remuneration will be subject to deduction of pension contributions in accordance with the Department of Health regulations.
- 8.3** Candidates unable for personal reasons to work full-time will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis, in consultation with consultant colleagues and the Medical Director.
- 8.4** The salary applicable is on the Consultant pay scale (Wales) and will be specified in the contract. (See also paras 8.10 and 8.16). Consultants in Wales paid on one of the first three points of the substantive Consultant pay scale also receive a Wales recruitment incentive payment.
- 8.5** The Consultant appointed will be required to live in a location which is within reasonable travelling time from the place of work as agreed with the Clinical Director.
- 8.6** The post holder is required to travel as necessary between hospitals / clinics. A planned and cost-effective approach is expected.
- 8.7** The post holder is required to comply with the appropriate Health and Safety Policies as may be in force. As part of this, all staff are required to adhere to the Health Board's Infection Prevention & Control policies and procedures to make every effort to maintain high standards of infection control at all times thereby reducing the burden of Healthcare Associated Infections including MRSA. The post holder is therefore required to attend mandatory infection control training provided for them by the Health Board and to take active steps to prevent and reduce hospital acquired infections.
- 8.8** Reimbursement of removal and associated expenses will only be offered in exceptional circumstances following consideration and agreement by the Medical Director and in accordance with the criteria as laid out in the Health Board Policy.
- 8.9** The consultant will be required to maintain his/her private residence in contact with the public telephone service. Assistance can be given with the cost of installation and rental charges.
- 8.10** There must be no conflict of interest between NHS work and private work. All Consultants undertaking private practice must therefore demonstrate that they are fulfilling their NHS commitments.

- 8.11** You must provide us with evidence which is acceptable to the Occupational Health Department, that you are not a carrier of Hepatitis B. This would normally be a pathology report from a laboratory in the UK or alternatively a report from another NHS Occupational Health Department within the UK. It will not be possible to confirm this appointment unless this condition is met. Before starting work you may therefore need to attend the Occupational Health Department for assessment. If this is not possible, then you must attend on the day you start work.
- 8.12** The Health Board will require the successful candidate to have and maintain full registration with a licence to practise with the General Medical Council / General Dental Council and to abide by professional codes of conduct.
- 8.13** As you will only be indemnified for duties undertaken on behalf of the Cardiff and Vale University Health Board, you are strongly advised to ensure that you have appropriate Professional Defence Organisation Cover for duties outside the scope of the Health Board, and for private activity within the Health Board.
- 8.14** The Consultant appointed will be required to possess an appropriate Certificate of Completion of Training / Certificate Confirming Eligibility for Specialist Registration.
- 8.15** So far as is practicable the consultant appointed will be expected to provide cover for annual and study leave of consultant colleagues.
- 8.16** When first appointed, the Health Board has discretion to fix the starting salary at any of the two next incremental points above the minimum of the scale by reasons of special experience, service in HM Forces or in a developing country, and qualifications.
- 8.17** Under the provisions of the Data Protection Act 1998, it is the responsibility of each member of staff to ensure that all personal data (information that is capable of identifying a living individual) relating to patients, staff and others to which they have access to in the course of employment is regarded as strictly confidential. Staff must refer to the Health Board's Data Protection Policy (available via the Health Board intranet) regarding their responsibilities.

**8.18 Appraisal / Revalidation**

All licensed doctors / dentists who are registered with the General Medical Council are required to 'revalidate' every five years in order to maintain their licence to practise. To inform this process, it is important that GMC licensed doctors / dentists participate in the UHB's annual appraisal reviews which are based on the General Medical Council's 'Good Medical Practice' principles and include a Patient and Peer Multi-Source Feedback process. The post holder will be expected to use the Medical Appraisal & Revalidation System (MARS).

**8.19 The Ionising Radiation (Medical Exposure) Regulations 2017**

The Ionising Radiation (Medical Exposure) Regulations 2017 impose a legal responsibility on Health Boards for all staff who refer patients for medical radiation exposures such as diagnostic x-rays to supply sufficient data to enable those considering the request to decide whether the procedure is justified.

**8.20 Disclosure of Criminal Background of Those with Access to Patients**

It is the policy of the Health Board that in accordance with the appropriate legislation, pre-employment Disclosure Checks are undertaken on all newly appointed Doctors and Dentists. The Disclosure & Barring Service is authorised to disclose in confidence to the Health Board details of any criminal record including unspent and spent convictions, cautions, reprimands and final warnings.

Applicants being considered for this post must provide this information on the application form before they can be considered.

Any information disclosed will be treated in the strictest confidence and all circumstances will be taken into account before any decision is reached. The successful applicant will be required to complete a DBS Disclosure Check application form and to provide the appropriate documentation. Applicants should be aware that a refusal to comply with this procedure may prevent further consideration for the post.

## **9. GENERAL INFORMATION FOR APPLICANTS**

- 9.1** Applicants who are related to any member or senior office holder of the Cardiff and Vale University Health Board should clearly indicate in their application the name of the member or officer to whom related, and indicate the nature of the relationship. A candidate deliberately concealing such a relationship would be disqualified.
- 9.2** Candidates are asked to note that canvassing of any member of the Advisory Appointments Committee or the Employing Health Board will disqualify them. This should, however, not deter candidates from approaching any person for further information about the post.
- 9.3** Any offer of appointment will be subject to the receipt of three satisfactory references.
- 9.4** The nature of the work of this post is exempt from the provisions of Section 4 (2) of the Rehabilitation of the Offenders Act 1974 (Exemption Order 1975). Applicants are, therefore, not entitled to withhold information about convictions under the Act and, in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Health Board. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the Order applies.
- 9.5** Travelling expenses will be reimbursed for only one pre-interview visit, and only then to those candidates selected for interview. Shortlisted candidates who visit the District on a second occasion, say on the evening prior to interview, or at the specific request of management, will be granted travel and appropriate subsistence expenses on that occasion also. In the case of candidates travelling from abroad, travelling expenses are payable only from the point of entry to the United Kingdom. Reimbursement of expenses shall not be made to a candidate who withdraws their application or refuses an offer of an appointment.

## **10. DATE WHEN POST VACANT**

## **11. DETAILS FOR VISITING**

Candidates who may wish to see the Department(s) involved are invited to contact:-  
Mr Sandeep Berry

Shortlisted candidates are also encouraged to contact :- Mr Sandeep Berry Clinical Director, and Mrs Tina Bayliss Deputy Director of operations

and any other senior official deemed appropriate.

## CARDIFF AND VALE UNIVERSITY HEALTH BOARD

### PERSON SPECIFICATION FORM FOR CONSULTANT IN ENT

| Requirements          | Essential  | Desirable   | Measured By             |
|-----------------------|--|---|-------------------------|
| <b>Qualifications</b> | <ul style="list-style-type: none"> <li>➤ Full GMC/GDC Registration with a licence to practise</li> <li>➤ On Specialist Register for specialty / Specialty Registrar with CCT / CESR(CP) due within six months of interview date</li> <li>➤ FRCS (ORL-HNS)</li> <li>➤ MRCS ENT</li> </ul>       |   | Application             |
| <b>Experience</b>     | <ul style="list-style-type: none"> <li>➤ Experience in Otolaryngology</li> <li>➤ Head and Neck</li> <li>➤ Rhinology</li> <li>➤ Endoscopic Lacrimal surgery</li> </ul>  | <ul style="list-style-type: none"> <li>➤ TNO</li> <li>➤ Research in ENT</li> <li>➤</li> </ul> | Application / Interview |
| <b>Ability</b>        | <ul style="list-style-type: none"> <li>➤ Commitment to team approach and multi-disciplinary working</li> <li>➤ Counselling / Communication skills</li> <li>➤ Computing skills</li> </ul>   |   | Application / Interview |
| <b>Audit</b>          | <ul style="list-style-type: none"> <li>➤ Evidence of participation in clinical audit and understanding role of audit in improving medical practice</li> <li>➤ Understanding of clinical risk management and clinical governance</li> <li>➤ Evidence of engagement with revalidation</li> </ul> |   | Application / Interview |

|                           |  |   |                                 |
|---------------------------|--|---|---------------------------------|
| <b>Research</b>           | <ul style="list-style-type: none"> <li>➤ Active research interests</li> </ul>  | <ul style="list-style-type: none"> <li>➤ Evidence of initiating, progressing and concluding research projects with publication</li> </ul> | Application / Interview         |
| <b>Management</b>         | <ul style="list-style-type: none"> <li>➤ Commitment to participating in and understanding of the management process</li> </ul>   | <ul style="list-style-type: none"> <li>➤ Evidence of management training</li> </ul>   | Application / Interview         |
| <b>Teaching</b>           | <ul style="list-style-type: none"> <li>➤ Evidence of teaching medical/dental students and junior doctors/dentists</li> </ul>   | <ul style="list-style-type: none"> <li>➤ Organisation of (undergraduate and/or postgraduate) teaching programmes</li> </ul>               | Application / Interview         |
| <b>Personal Qualities</b> | <ul style="list-style-type: none"> <li>➤ Evidence of ability to work both in a team and alone</li> <li>➤ Flexible approach</li> <li>➤ Demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues</li> <li>➤ Values aligned to those of the Health Board</li> </ul> |   | Application / Interview         |
| <b>Other requirements</b> | <ul style="list-style-type: none"> <li>➤ Satisfactory Immigration Status</li> <li>➤ Satisfactory Health Clearance</li> <li>➤ Satisfactory Disclosure Check</li> </ul>  |   | Application / Employment checks |