

Delivering care through collaboration

NHS Golden Jubilee

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Chair: Susan Douglas-Scott CBE

Chief Executive: Gordon James

Recruitment line: 0800 0283 666

Dear Candidate,

POST:	Consultant in Advanced Heart Failure and Transplant Cardiology
HOURS:	40 per week
SALARY:	£96,963 to £128,841 per annum
CLOSING DATE:	22 July 2024
INTERVIEW DATE:	16 August 2024

NHS Golden Jubilee welcomes your enquiry in connection with the above post. Please find enclosed an information pack.

Should you wish to submit an application for the above post, please ensure you do so in advance of the closing date. Late applications will not be forwarded for shortlisting.

When providing referees on the application form, please be aware that we require a minimum of two references to cover at least **two years** of previous employment/training history. If there is insufficient space on the application form to list all of your referees, please provide on an additional page. Where possible, please provide us with e-mail addresses for contact. Additionally, you should note that as part of the pre-employment checks a PVG or Disclosure Scotland check will be completed. **It is an offence for barred individuals to apply for regulated work.**

Should you contact the recruitment team to discuss any queries regarding your application it is advisable that you retain the job reference number as you will be asked to quote this when you call.

In the meantime, I wish you success with your application and should you require any further information please do not hesitate to contact the recruitment team on the contact telephone number shown above.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'G Swinyard', written over a light blue horizontal line.

Gabriella Swinyard
Senior Recruitment Advisor

NHS Golden Jubilee

General Information for Candidates

- This information package has been compiled to provide prospective candidates with details of the post and background information about NHS Golden Jubilee.
- The contents of this package are as follows:
 - Job Description/Person Specification
- The Equal Opportunities Monitoring form which you will be requested to complete via our electronic application system is required for monitoring purposes only and will not be made available to the interview panel during any part of the recruitment process.
- NHS Golden Jubilee operates a No Smoking Policy on all Premises and Grounds and in shared vehicles.
- All offers of employment will be subject to the receipt of two years' satisfactory References, Occupational Health screening and Disclosure Scotland clearance. Please note that it is an offence for barred individuals to apply for regulated work.
- Please submit your completed application through the Jobtrain Recruitment System.
- The shortlisting process will take place shortly after the closing date.
- As a Disability Confident Leader we recognise the contribution that all individuals can make to the organisation regardless of their abilities. As part of our ongoing commitment to extending employment opportunities all applicants who are disabled and who meet the minimum criteria expressed in the person specification will be guaranteed an interview.
- We are committed to ensuring our recruitment process is inclusive and accessible to all. If you have a disability or long-term health condition (for example: dyslexia, anxiety, autism, a mobility condition or sensory impairment) and need us to make any adjustments, changes or do anything differently during the recruitment process, please let us know by contacting our recruitment team at the earliest opportunity.

Email us at recruitment@gjnh.scot.nhs.uk

How we can help you

Below are some examples of how we can support potential new employees through the recruitment and interview process:

- Where a post closes earlier than the originally published deadline, granting an extension for application submission up to the normal application deadline.
- Holding interviews specific to individual circumstances, e.g. arranging alternative formats and locations for interview where appropriate – such as via a video call.
- We can offer a named contact person for reasonable adjustments and a dedicated email contact.

If you would like to discuss accessibility adaptations for the recruitment application process and interview we are happy to discuss what support you require.

Please note: requests should be made at the earliest opportunity to ensure tailored support can be provided.

- The organisation has introduced a set of shared values. These values will be measured during our Values Based Competency Interview. Our values are:
 - Valuing dignity and respect
 - A “can do” attitude
 - Leading commitment to quality
 - Understanding our responsibilities
 - Effectively working together

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • MBChB or equivalent • MRCP(UK) or equivalent • To be within 6 months of CCT in Cardiology ± General Internal medicine for entry on to the register for interview. Alternatively, to be on the GMC specialist register at the commencement of the post (via CCT, CESR or European Community Rights) 	<ul style="list-style-type: none"> • Higher research degree (MD/PhD)
Clinical training, experience and Knowledge	<ul style="list-style-type: none"> • Completed clinical fellowship in high volume transplant & MCS centre • Expertise in treating patients on all aspects of advanced heart failure, cardiac transplant and MCS pathway • Expertise in the assessment of advanced heart failure patients for transplantation, short-term MCS and durable LVADs • Expertise in managing heart transplant recipients, from peri-operative care to lifelong follow up • Independent in endomyocardial biopsy and right heart catheterisation • Expertise in the management of advanced heart failure in the intensive care setting 	<ul style="list-style-type: none"> • Consultant level experience in advanced HF, transplant medicine, short-term MCS and durable LVAD management.

	<p>including short-term mechanical circulatory support (VA-ECMO, STVADs, Impella 5.0/5.5)</p> <ul style="list-style-type: none"> • Expertise in selection, work-up, peri-operative management and long-term care of patients with durable LVADs 	
Research	<ul style="list-style-type: none"> • Knowledge of research methodology 	<ul style="list-style-type: none"> • Publications in the field of transplantation and heart failure
Management	<ul style="list-style-type: none"> • Knowledge of the fundamentals of health service management 	
Audit	<ul style="list-style-type: none"> • Record of initiation of audit projects and presentation of results 	
Teaching	<ul style="list-style-type: none"> • Experience in the organisation and delivery of teaching activities 	
Personal attributes	<ul style="list-style-type: none"> • Ability to integrate and work highly effectively in a multi-disciplinary team • Able to communicate effectively and sensitively with patients, relatives, medical and non-medical colleagues, and to seek advice when appropriate • Possesses skills of leadership and effective collaboration 	
Other requirements	<ul style="list-style-type: none"> • Demonstrates commitment to CPD • Satisfactory references and occupational health status 	



Job Description: Consultant Cardiologist in Advanced Heart Failure and Transplant Cardiology

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1. Job identification and Profile (summary and key responsibilities)

Responsible to: Clinical Director, Cardiology and National Services, Heart, Lung and Diagnostics Division

Accountable to: Chief Executive

The Responsible Officer: Medical Director

Division: Heart, Lung and Diagnostic Division

Job Profile

This is a full-time dedicated consultant transplant cardiologist post in the Scottish National Advanced Heart Failure Service (SNAHFS). The post-holder will have recognised training in transplant medicine and advanced heart failure including all aspects of management of patients on short-term and long-term mechanical circulatory support (MCS).

The post-holder will work within a team of transplant cardiologists as part of the wider transplant team and will provide outpatient, ward and critical care-based medical care to SNAHFS patients.

The post-holder will be expected to have expertise in transplant medicine including the management of immunosuppression, cellular and antibody-mediated rejection, all short and long-term complications of transplantation and its associated therapies, as well as expertise in all aspects of management of patients on short-term MCS and those with durable left ventricular assist devices.

Key Responsibilities

- Care of SNAHFS patients in conjunction with the multidisciplinary team throughout the patient pathway – from assessment to lifelong post-transplant care.
- Day to day management and care of SNAHFS in-patients pre- and post-transplantation as well as patients supported by short term and long term MCS including out of hours on-call cover.
- Ensure the SNAHFS standards are maintained and developed through development and updating of clinical protocols, supporting continuous medical education within the service, clinical audit, evidenced based practice and appraisal
- Contribute to the training, assessment and appraisal of junior doctors in accordance with standards required by the Royal College of Physicians, Postgraduate Dean and Trust. Participate in training of other members of the transplant team and undergraduate medical teaching.
- Demonstrate a commitment to ongoing professional development

2. NHS Golden Jubilee

NHS Golden Jubilee comprises:

A) The Golden Jubilee University National Hospital

The GJUNH is a state of the art tertiary referral centre on the banks of the River Clyde adjacent to the Erskine Bridge, in close proximity to Glasgow International Airport and within 30 minutes of the centre of Glasgow by road and rail links. A direct overnight sleeper rail service to Euston, London is available at the local station 5 minutes from the hospital. It is effectively situated west of Glasgow City and is minutes away from the countryside of the West of Scotland and Loch Lomond.

Glasgow and the immediate surroundings have a population of around 580,000. It is the largest city in and the commercial capital of Scotland. The city has a vibrant cultural life, with municipal art galleries and museums, first class sports and leisure facilities, a wide range of theatres and restaurants, excellent shopping and is only 45 miles from Edinburgh.

GJUNH Management Structure

The NHS National Waiting Times Centre Board is one of eight Special Health Boards of Scotland. It reports directly to the Scottish Government. The clinical services are structured into two divisions: Heart, Lung and Diagnostics Division and Elective Services Division. This post sits within the Heart, Lung and Diagnostics Division

The Heart, Lung and Diagnostics Division Management Team

Associate Medical Director	Prof. Hany Eteiba
Clinical Director – Cardiology & National Services	Dr Mitchell Lindsay
Director, Heart Lung and Diagnostics	Mrs Lynne Ayton
Deputy Director, Heart, Lung and Diagnostics	Mrs Alex McGuire

B) The Golden Jubilee Conference Hotel

The onsite Conference Hotel and integrated conference centre provides a unique set up which facilitates a variety of local, national and international meetings for the Heart and Lung & other specialties to share learning in the UK and worldwide. Patients and relatives travelling a distance are accommodated within the hotel pre and post procedure.

C) The Golden Jubilee Research Institute

This centre contains a dedicated Clinical Research Facility which is designed to provide a 'fit for purpose' space for patients recruited to clinical trials. There are four consulting rooms; one is set up for echocardiography and one as an exercise tolerance suite. The remaining two rooms are general consulting rooms. The rest of the centre is made up of prep rooms, simulator training wet lab work stations and a patient waiting area. The Centre is adjacent to the main auditorium of the conference centre providing excellent opportunities to develop teaching techniques and learning. Improved audiovisual links to theatre and the cardiac cath lab are installed as part of this development. The Conference Hotel and the integral conference centre attached to GJUNH is a unique arrangement in the UK and enables important national and 'focus' international meetings for the Heart and Lung specialties to share learning in the UK and beyond.

Research and Development

Research is a very important component of the activity at the Golden Jubilee University National Hospital. This is supported by a R&D steering group and dedicated manager. The majority of the active research projects hosted by the Board relies upon recruitment of patients from within the Heart and Lung Directorate. Contract (commercial) research is encouraged and staff use income generated from this source to maintain research, support clinical research fellows and research nurses. Academic research is also encouraged and the new appointment will be expected to support and take an active role in this activity. There are established links with all three Glasgow Universities and NHS GG&C under the administrative structure of Glasgow Biomedicine. The appointee will be expected to support local and national collaborative projects that are relevant to his/her

activity. The Board is committed to the development of innovative clinical programmes and activity.

D) The Golden Jubilee Innovation Centre

The government awarded the GJUNH the national health and social care innovation fund, which aims to raise millions of pounds, to develop original and pioneering treatments for Scotland's patients. GJUNH will also work on behalf of NHS Scotland to raise funds for new initiatives from a variety of sources, including donations and European grants.

3. The West of Scotland Heart & Lung Centre

The Centre was created in March 2008 bringing interventional cardiology and specialist surgical heart and lung services previously provided by three different units in the West of Scotland onto the one site under one management team. The interventional cardiology service which includes primary PCI is among the busiest in the UK. GJUNH also delivers the regional electrophysiology service for the West of Scotland. In addition, it houses the following national services: The Scottish Adult Congenital Cardiac Service (SACCS), the Scottish National Advanced Heart Failure Service (SNAHFS) and the Scottish Pulmonary Vascular Unit (SPVU). With this comprehensive range of specialist cardiopulmonary services for a catchment population of 2.2 million (and over 5 million for the national services), GJUNH is one of the largest heart and lung centres in Europe.

Facilities of the Heart and Lung Centre

- 5 cardiac catheterisation laboratories (one dedicated EP, one biplane,)
- 6 cardiothoracic operating theatres
- 22 Intensive Care beds across 2 Units (ICU)
- 2 Cardiothoracic High Dependency Units (HDU)
- Coronary Care Unit (8 beds)
- Cardiology in-patient wards

- 2 Cardiothoracic surgical wards
- 15 National Services Division beds (across 2 wards) which includes a dedicated procedures room for right heart catheterisation and endomyocardial biopsy
- All standard non-invasive cardiology services
- Non-invasive cardiac imaging including:
 - Siemens Avanto 1.5T CMR scanner with full cardiac capability
 - GE Optima 1.5T MRI with full cardiac capability
 - GE 750HD Discovery CT scanner
- Echocardiography department including
 - 1 GE TTE scanner (3D TTE and TOE probes)
 - 1 GE Vivid 7
 - 1 GE Vivid S6
- Respiratory laboratory - Cardiopulmonary exercise testing & pulmonary function testing
- Excellent well-appointed dedicated area for specialist outpatient review
- Links with Glasgow, Strathclyde, Glasgow Caledonian and Stirling Universities

4. Heart, Lung & Diagnostic Division

The Division comprises the following services

Cardiology
Cardiac and Thoracic Surgery
Critical Care and Cardiac Anaesthesia
Clinical Perfusion
Radiology
Clinical laboratories
Medical Physics
Scottish National Advanced Heart Failure
Scottish Adult Congenital Cardiac Service

The Cardiology Department

The following are members of the department (+ employed by GG&C Health Board and
* employed by Glasgow University)

Consultant Cardiologists

Dr JR Dalzell	Transplantation & MCS (Clinical Lead - SNAHFS)
Dr J Cannon	Transplantation & MCS
Dr V Rial Baston	Transplantation & MCS
Dr J Payne	Transplantation & MCS (part-time)
Dr G Bakosis	Transplantation & MCS (locum)
Prof RS Gardner	Regional Heart Failure Service & Device Therapy
Prof H Eteiba	Coronary Intervention (Associate Medical Director)
Dr MM Lindsay	Coronary and Structural Intervention, (Clinical Director – Cardiology & National Services)
Prof C Berry *	Coronary Intervention (Director of Research)
Dr A Davie +	Coronary Intervention
Dr S Watkins	Coronary and Structural Intervention
Dr P Rocchiccioli	Coronary Intervention
Dr R Good *	Coronary Intervention & Cardiac CT
Dr A Shaukat +	Coronary Intervention
Dr R Brogan	Coronary Intervention
Dr K Robertson	Coronary and Structural Intervention
Dr A Ghattas	Coronary and Structural Intervention
Dr D Collison	Coronary Intervention
Dr F Joshi	Coronary Intervention
Dr P McCartney	Coronary Intervention
Dr A Apps	Coronary Intervention

Dr N Walker	Scottish Adult Congenital Cardiac Service
Dr H Walker	Scottish Adult Congenital Cardiac Service
Dr A Hunter	Scottish Adult Congenital Cardiac Service
Dr L Swan	Scottish Adult Congenital Cardiac Service
Dr G Veldtman	Scottish Adult Congenital Cardiac Service
Dr C Rush	Scottish Adult Congenital Cardiac Service
Prof D Connelly	Electrophysiology/Device Therapy
Dr G Padfield	Electrophysiology/Device Therapy
Dr G Wright	Electrophysiology/Device Therapy
Dr R Dobson +	Electrophysiology/Device Therapy
Dr G Marshall +	Electrophysiology
Dr P Sonecki +	Echocardiography
Dr R Campbell *	Cardiovascular Magnetic Resonance
Dr K Mangion +	Cardiac CT

5. Scottish National Advanced Heart Failure Service

The SNAHFS has provided cardiac transplantation services for Scotland since 1992. A mechanical circulatory support (MCS) programme began in 2010 and now offers both durable left ventricular assist devices and short term mechanical circulatory support (MCS) including venoarterial extracorporeal membrane oxygenation (VA-ECMO), Impella 5.0/5.5 and surgical short-term ventricular assist devices.

Patients from all Health Boards have equal access to SNAHFS. Clinicians around Scotland interested and skilled in the care of patients with heart failure now provide a dynamic and communicative network to manage patients with heart failure. SNAHFS receives daily communications referring patients with heart failure and accepts around 120 new patients each year. Approximately 30 patients each year undergo cardiac transplantation while 3-5 receive a durable LVAD and 40-50 receive short term MCS.

SNAHFS is commissioned by National Services Division of the Scottish Government and also has an active role in the NHSBT-managed UK cardiothoracic advisory group (CTAG). This requires regular peer review of all aspects of the cardiac transplantation and MCS services and cooperation to ensure high quality retrieval. SNAHFS participates in audit of all standard clinical outcomes captured through NHSBT.

The SNAHFS is involved in the Scottish Heart Failure Hub, which is a sub group of the Scottish Government's National Advisory Committee for Heart Disease. This has championed improving pathways of care between primary secondary and tertiary care, education and training, psychology, palliative care, quality improvement initiatives and coding.

The SNAHFS transplant cardiology consultant team currently includes Dr Jonathan Dalzell (Clinical Lead), Dr Jane Cannon, Dr Veronica Rial Baston, Dr John Payne and Dr Georgios Bakosis (locum). In addition, the team are supported by a specialty doctor & 2 clinical fellows.

6. The duties of this post

6.1 Clinical Responsibilities

6.1.1 The principle role of this post is to provide direct clinical care to the SNAHFS patients

6.1.2 Care of in-patient and out-patient transplant, mechanical circulatory support and advanced heart failure patients in conjunction with the other transplant cardiologists, from the assessment process through immediate post-operative care and life long follow up. The post-transplant and advanced heart failure clinics each have an average of 10 to 15 patients per clinic with the support of specialist nurses.

6.1.3 On-call cover for SNAHFS patients on a 1:6 consultant rota including weekends.

- 6.1.4 Assessment of potential heart transplant patients and monitoring of patients whilst on the waiting list. Each week, 2-3 out patients are admitted for a 5 day transplant assessment and 2-3 patients are admitted as inpatient transfers.
- 6.1.5 There are 2 Clinical Fellows in SNAHFS. The post holder will supervise, train and manage the junior medical team to ensure high standards of clinical practice and efficient use of resources.
- 6.1.6 During Consultant of the week (CoW):
- Responsibility for all SNAHFS inpatients.
 - Procedures - right heart catheters and biopsies when required.
 - Provision of advice to other clinical colleagues on the appropriate management of transplant patients in other clinical settings
 - Liaise with cardiologists and GPs to ensure optimal follow up post discharge
 - Communication with relatives
 - Triage of urgent referrals
 - Ensure adequate preparation and chair the 2 fixed MDTs
 - Coordinate and chair ad hoc urgent/emergency MDTs
 - Liaison and communication with consultants, junior medical staff, psychology and GPs involved in pre-transplant and follow-up care for all SNAHFS patients.

6.2 Managerial and Administrative responsibilities

- 6.2.1 Maintenance and development of protocols for in/outpatient care of patients pre- and post-LVAD and transplant
- 6.2.2 Participate in the programme of clinical audit and clinical governance
- 6.2.3 Play an active and increasing role in leadership and management within the directorate and wider hospital.
- 6.2.4 To participate in the clinical audit programme and clinical governance.

- 6.2.5 To assist in the management of junior and research medical staff and of technical staff according to Trust policies and in line with the requirements of the clinical service.
- 6.2.6 To maintain effective communication and working relationships with medical, scientific, management, technical and nursing staff, as required for performing the responsibilities of this post. This includes electronic communication within the department, the Trust, and with national and international colleagues.

6.3 Training and Education

- 6.3.1 Contribute to the training, assessment and appraisal of junior doctors in accordance with standards required by the Royal Colleges, Postgraduate Dean and hospital.

Specifically:

- Participate in the training of all members of the SNAHFS team
- Instruction and supervision of junior medical staff, including visiting fellows
- Participation in training and assessment of doctors in training
- Teaching of medical undergraduates

6.4 Professional Responsibilities

- 6.4.1 To seek and maintain professional qualifications.
- 6.4.2 To maintain current knowledge of cardiology, transplantation and MCS and related areas appropriate to carrying out these duties, and to participate in a recognised programme of continuing medical education and professional development.
- 6.4.3 To liaise with departments of transplantation nationally and internationally.
- 6.4.4 To set and maintain high professional standards.

6.5 Research Responsibilities

6.5.1 Participation in research and audit activities of the Transplant unit

6.5.2 The post holder will be encouraged to develop a research interest and study portfolio

6.5.3 Participation in the active Research and Development programme

7. Proposed Job Plan

This Job Plan is based on a 10 PA contract with EPAs to be discussed according to clinical need, service growth (including medical workforce).

SNAHFS clinical activity		8
	SNAHFS consultant of week 1:4	
	Out of hours on-call 1:6	
	Advanced HF clinics and associated admin	
	Post-transplant clinics and associated admin	
	Right heart catheterisation/ endomyocardial biopsy	
	MDTs	
SPA		2
		10

8. Informal and Formal visits

Informal discussion and visits with the SNAHFS team can be organised through Amanda Forbes, Service Manager, Heart & Lung Division (0141 951 5389), Dr Jonathan Dalzell, Clinical Lead for SNAHFS (0141 951 5652) or Dr Mitchell Lindsay, Clinical Director of Cardiology & National Services (0141 951 5180).

Terms and Conditions

- 8.1 National terms and conditions of service (Consultants (Scotland) 2004) cover the post.
- 8.2 The appointee will be expected to work flexibly on the basis of the needs of the SNAHFS service with the potential for 7 day working.
- 8.3 The post is subject to pre-employment checks such as Disclosure Scotland, Occupational Health, Visa clearance (where applicable) and satisfactory references.
- 8.4 You are required to be registered with the General Medical Council/General Dental Council throughout the duration of your employment and to comply with and abide by the relevant code of professional practice, as appropriate.
- 8.5 Salary scale: National Salary Scales per annum
- 8.6 The appointee will be expected to work with local managers and professional colleagues in the efficient running of services and will share with consultant colleagues the medical contribution to management. The appointee will be expected to follow the local and national employment and personnel policies and procedures.
- 8.7 All medical and dental staff employed by the Centre are expected to comply with the agreed health and safety policies.
- 8.8 The appointee will have responsibility for the training and supervision of junior medical staff who work with him/her and will devote time to this on a regular basis. If appropriate he/she will be named in the contracts of junior doctors in training grades as the person responsible for overseeing their training and as a main source of advice to such doctors on their careers.
- 8.9 The successful candidate(s) will normally be required to live within a 30 minute drive of GJUNH.
- 8.10 Where, however the successful candidate already resides within a 45 minute drive of GJUNH, he/she will not be required to remove his/her home nearer to the Centre.
- 8.11 Where the successful candidate's present residence is more than a 45 minute drive from GJUNH, he/she will be required to move his/her home to meet the residential clauses of his/her contract, unless he/she has the written consent of the Board to the contrary.

- 8.12 The Terms and Conditions of Service state that the “removal expenses shall be reimbursed and grants paid only when the employing authority is satisfied that the removal of the practitioners home is required and the arrangements proposed are reasonable”. Therefore, successful candidates are advised not to enter into contractual arrangements for the removal of their home until such a time as the formal approval of the Centre is confirmed in writing.
- 8.13 Annual appraisal and job planning is a requirement for all permanent medical staff.

9. Job Description Agreement

A separate job description will need to be signed off by each jobholder to whom the job description applies.

Job Holder’s Signature:

Date:

Head of Department Signature:

Date: