

## Specialist Job Description

**Job Title:** Specialist Doctor in Stroke Medicine

**Grade:** Medical and Dental Specialist MC70

**Department:** Medicine for Older People, Rehabilitation and Stroke

**Reports to:** Dr Ugnius Sukys, Clinical Direct of Stroke.

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### Job Summary:

The Stroke Unit of Portsmouth Hospitals University Trust is one of the busiest centres in the UK. We had over 3000 referrals between 2022 -2023 and thrombolysed over 200 patients, with nearly 15% going for mechanical thrombectomy at the regional specialist centre in Southampton. Our reach and ability to open the revascularisation window has now been extended with our CT perfusion systems being online. We have a 34-bed stroke unit in which there are 12 designated HASU beds, as well as a newly purpose built 30 bed rehab unit with 2 dedicated neuro-gymnasiums, and a 7-day outpatient TIA service.

Currently, we are in partnership with Isle of Wight NHS Trust providing with consultant and senior support on a weekly basis and thrombolysis on call cover. We achieved SSNAP A in Portsmouth for 3 consecutive quarters in 2020 – 2021 and the Isle of Wight is regularly attaining SSNAP A, one of the best in the region.

We are looking to recruit an enthusiastic Specialist Grade Doctor in Stroke Medicine to work alongside 5 other Consultants (some locum) and 2 Stroke Specialists in a well-motivated team. There is ample opportunity and encouragement to pursue research, improvement projects, teaching, and supervision.

The post holder will be doing a 1 in 7 on call rota alongside working with the MDT daily in the Stroke Unit to provide high quality care for our broad patient demographic. The post holder will be expected to contribute to education and supervision of our medical team. The Post holder will need to triage and review patients in the TIA clinic through the week alongside the ward-based responsibilities. Whilst on call, the post holder will need to review and support our Stroke Nurse Specialists in the Emergency Department, and then remotely out of hours. While the current plan is for this post to be done solely in Portsmouth there will be scope, if desired, to spend time at our partner site in the Isle of Wight.

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### Key Responsibilities:

The Specialist Doctor in Stroke Medicine will be responsible for the management of Stroke patients along our care pathways. They will be part of a team of Stroke Consultants (some of whom are currently locum) managing hyper-acute & acute Stroke patients, TIA clinics, and regular Multidisciplinary team meetings. They will be required to contribute to a 1 in 7 on-call rota.

- a) Responsibility for the ongoing management, diagnosis, and treatment of illness for a number of inpatients with Stroke or Stroke mimic symptoms.

- b) Provision of and responsibility for a comprehensive Acute Stroke and Stroke Rehabilitation Service with Consultant colleagues.
- c) Attend and contribute actively to departmental thrombolysis meetings, taking responsibility for actions where appropriate.
- d) Take responsibility for the associated administration related to the management of patients.
- e) Senior clinicians are expected to demonstrate Trust values throughout their day-to-day work being respectful and civil to colleagues.
- f) Out-of-hours responsibilities through participation in Acute Stroke and Thrombolysis on-call rota (1 in 7).
- g) Cover for colleagues' annual leave and other authorised absences.
- h) Clinical supervision of junior medical staff including the observance of local employment and human resource policies and procedures.
- i) Responsibilities for carrying out teaching, examination and accreditation duties as required and contributing to undergraduate, postgraduate, and continuing medical education activity, both locally and nationally.
- j) Participating in medical audit and the Trust's Clinical Governance processes.
- k) Ensuring to remain updated with regular education and CPD.
- l) The post holder must always carry out his/her duties with due regard to the Trust's Diversity and Inclusion Policies.
- m) It is the responsibility of all employees to comply with Trust Health and Safety policies and maintain a safe and healthy environment for patients, visitors, and staff.
- n) All employees have an individual responsibility to have knowledge of and employ the basic principles of infection control practice.
- o) In line with GMC's Good Medical Practice, it is the responsibility of the post holder to ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work.
- p) All staff who have access to or transfer data are responsible for this data and must respect confidentiality and comply with the requirements of the Data Protection Act 1998, in line with the Trust's policies.

#### **Person Specification:**

##### **Essential**

- Full GMC registration with a full medical licence to practice.
- Primary medical degree recognised by the GMC.
- Full MRCP.
- 6 Years minimum of Stroke Experience and training.

##### **Desirable**

- Post graduate Certificate or higher for Medical Education.
- Specialty Certificate examination.

##### **Clinical Skills**

- Must be able to demonstrate a high level of clinical delivery and experience of Stroke Medicine.
- Fully competent and independent in delivering diagnostic and therapeutic care in acute stroke. CT, CTA, CT perfusion, and MRI is essential.
- Understanding the current developments within the field of Stroke Medicine and Rehabilitation, and being able to apply with best evidence based practice.
- Have obtained or willing to undertake training in the following: Good Clinical Practice training, Clinical Supervision training, and Teach the Teacher training.

## Teaching & Audit

- Regular teaching and education of medical and non-medical teams.
- Quality improvement or audit relevant to the field.

## Leadership and Management

- Demonstrate an understanding of the NHS leadership and management framework.
- Drive practice and culture change within the department leading the service at consultant level.
- Work effectively with your peers and other colleagues across the breadth of specialties.
- Understand and manage personal workload.
- Participate and lead other teams at consultant level; managing, leading, and inspiring junior colleagues.

## Other

- Full right to work in the UK.
- Comprehensive IT skills.
- Excellent communication skills in English in both written and oral.
- Self-awareness of one's own impact on others
- Be a good role model and ambassador for the trust and department, leading by example, ensuring good moral and ethical integrity.

## Person Specification

Please mark with an x which capabilities are key for this post or are required but not key and identify which will be evidenced at interview.

Please add any specialty specific capabilities that are required for the post. The relevant Royal College or Faculty can help ensure these are suitable for the post.

Domain	Capabilities	Key for this post	Required but not key	Doctors evidence of capabilities (examples of appropriate evidence to be removed)	To be evidenced at interview
Professional values and behaviours, skills and knowledge	1.1 Practises with the professional values and behaviours expected of all doctors as set out in GMC Good Medical Practice and the Generic Professional Capabilities Framework (or equivalent for dentists).			Participation in annual appraisal Multi-source feedback Patient feedback Mandatory training as set out in UK Core Skills Training Framework Interview	
	1.2 Demonstrates the underpinning subject-specific competences i.e. knowledge, skills and behaviours relevant to the role setting and scope.			Work-based evidence using appropriate existing tools for example, scope of practice and workload as evidenced in job plan, logbooks, audit of personal practice, references from colleagues, evidence collected for annual appraisal and job planning	

Domain	Capabilities	Key for this post	Required but not key	Doctors evidence of capabilities (examples of appropriate evidence to be removed)	To be evidenced at interview
				Knowledge-based evidence e.g. accredited courses, CPD diary, professional or higher qualifications	
	1.3 Clinically evaluates and manages a patient, formulating a prioritised differential diagnosis, initiating an appropriate management plan, and reviewing and adjusting this depending on the outcomes of treatment.			Multi-source feedback Patient feedback Reflective pieces References from colleagues Personal clinical audit Evidence collected for annual appraisal and job planning	
	1.4 Manages the difficulties of dealing with complexity and uncertainty in the care of patients; employing expertise and clinical decision-making skills of a senior and independent/autonomous practitioner. (All senior doctors/dentists (including consultants and GPs) work independently/autonomously to a level of defined competencies, as agreed within local clinical governance frameworks).			See 1.3 for examples	
	1.5 Critically reflects on own competence, understands own limits, and seeks help when required.			See 1.3 for examples	
	1.6 Communicates effectively and is able to share decision-making with patients, relatives and carers; treats patients as individuals, promoting a person-centred approach to their care, including self-management.			See 1.3 for examples	
	1.7 Respects patients' dignity, ensures confidentiality and appropriate communication where potentially difficult or where barriers exist, e.g. using interpreters and making adjustments for patients with communication difficulties.			See 1.3 for examples EDI training Unconscious bias training Interview	
	1.8 Demonstrates key generic clinical skills around the areas of consent; ensuring humane interventions, prescribing medicines safely and using medical devices safely.			See 1.3 for examples Relevant courses Interview	

Domain	Capabilities	Key for this post	Required but not key	Doctors evidence of capabilities (examples of appropriate evidence to be removed)	To be evidenced at interview
	1.9 Adheres to professional requirements, participating in annual appraisal, job planning and reviews of performance and progression.			Evidence of appraisal and addressing objectives	
	1.10 Awareness of legal responsibilities relevant to the role, such as around mental capacity and deprivation of liberty; data protection; equality and diversity.			Interview Evidence of learning/courses/ qualifications in specific specialties	
	1.11 Applies basic principles of public health; including population health, promoting health and wellbeing, work, nutrition, exercise, vaccination and illness prevention, as relevant to their specialty.			Job plan Interview	
Leadership and teamworking	2.1 Awareness of their leadership responsibilities as a clinician and demonstrates appropriate leadership behaviour; managing situations that are unfamiliar, complex or unpredictable and seeking to build collaboration with, and confidence in, others.			Examples of initiatives taken that have effected change Examples of involvement in collaborative leadership work Interview	
	2.2 Demonstrates understanding of a range of leadership principles, approaches and techniques so can adapt leadership behaviours to improve engagement and outcomes – appreciates own leadership style and its impact on others.			Leadership courses Evidence of effective leadership	
	2.3 Develops effective relationships across teams and contributes to work and success of these teams – promotes and participates in both multidisciplinary and interprofessional team working.			Evidence of participation in or leading MDT Evidence of teamwork Interview	
	2.4 Critically reflects on decision-making processes and explains those decisions to others in an honest and transparent way.			Evidence of reflective practice Interview	
	2.5 Critically appraises performance of self, colleagues or peers and systems to enhance performance and support development.			Examples of successful situations	

Domain	Capabilities	Key for this post	Required but not key	Doctors evidence of capabilities (examples of appropriate evidence to be removed)	To be evidenced at interview
	2.6 Demonstrates ability to challenge others, escalating concerns when necessary.			Interview	
	2.7 Develops practice in response to changing population health need, engaging in horizon scanning for future developments.			Log book Outcome data/audit Interview	
Patient safety and quality improvement	3.1 Takes prompt action where there is an issue with the safety or quality of patient care, raises and escalates concerns, through clinical governance systems, where necessary.			Reflective practice with examples Interview	
	3.2 Applies basic human factors principles and practice at individual, team, organisation and system levels.			Multi-source feedback Interview Evidence of attendance at Human Factors course	
	3.3 Collaborates with multidisciplinary and interprofessional teams to manage risk and issues across organisations and settings, with respect for and recognition of the roles of other health professionals.			Examples of involvement Multi-source feedback Interview	
	3.4 Advocates for, and contributes to, organisational learning.			Interview	
	3.5 Seeks feedback and involvement from individuals, families, carers, communities and colleagues in safety and quality service improvements reviews.			Multi-source feedback Patient feedback	
	3.6 Leads new practice and service redesign in response to feedback, evaluation and need, promoting best practice.			Examples of success	
	3.7 Evaluates and audits own and others' clinical practice and acts on the findings.			Examples of successful change Interview	
	3.8 Reflects on personal behaviour and practice, responding to learning opportunities.			Examples of reflective practice Interview	
	3.9 Implements quality improvement methods and repeats quality improvement cycles to refine practice;			Audits QI projects Attendance at QI training	

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	designing projects and evaluating their impact.				
	3.10 Critically appraises and synthesises the outcomes of audit, inquiries, critical incidents or complaints and implements appropriate changes.			Examples of involvement Interview	
	3.11 Engages with relevant stakeholders to develop and implement robust governance systems and systematic documentation processes.			Examples of involvement Multi-source feedback	
Safeguarding vulnerable groups	4.1 Recognises and takes responsibility for safeguarding children, young people and adults, using appropriate systems for identifying, sharing information, recording and raising concerns, obtaining advice and taking action.			Safeguarding courses completed (plus dates) Interview	
	4.2 Applies appropriate equality and diversity legislation, including disability discrimination requirements, in the context of patient care.			EDI training Interview	
Education and training	5.1 Critically assesses own learning needs and ensures a personal development plan reflects both clinical practice and the relevant generic capabilities to lead and develop services.			Audit Examples of success Interview	
	5.2 Promotes and participates in individual and team learning; supporting the educational needs of individuals and teams for uni-professional, multidisciplinary and interprofessional learning.			Evidence of teaching and training of medical/dental students or trainees or allied health professionals. Examples of involvement Outcomes / audit	
	5.3 Identifies and creates safe and supportive working and learning environments.			Guideline awareness and successful examples	
	5.4 Can act as a role model, educator, supervisor, coach or mentor for medical and non-medical practitioners.			Examples of role	
	5.5 Creates effective learning opportunities and provides developmental feedback, both verbally and in writing, to learners and doctors/dentists in training, as required by the role.			Examples of teaching successes Interview	

Domain	Capabilities	Key for this post	Required but not key	Doctors evidence of capabilities (examples of appropriate evidence to be removed)	To be evidenced at interview
	5.6 Plans and provides effective teaching and training activities as required by the role.			Teaching experience examples	
	5.7 Understands how to raise concerns about the behaviour or performance of any learner who is under their clinical supervision (leadership).			Examples of successful interventions Interview	
	5.8 Takes part in patient education.			Examples Patient feedback	
Research and scholarship	6.1 Up-to-date with current research and best practice in the individual's specific area of practice, through appropriate continuing professional development activities and their own independent study and reflection.			Examples of CPD – diary with reflection	
	6.2 Critically appraises and understands the relevance of the literature, conducting literature searches and reviews; disseminates best practice including from quality improvement projects.			Participation in research training courses or recruitment for NIHR research studies Presentation/publication of conference abstract Reviewer of papers/ conference abstracts Publications, including guideline development Interview	
	6.3 Locates and uses clinical guidelines appropriately.			Examples in clinical practice Interview knowledge of relevant guidelines	
	6.4 Communicates and interprets research evidence in a meaningful way for patients to support shared decision-making.			Examples of implementation of evidence-based change	
	6.5 Works towards identifying the need for further research to strengthen the evidence base or where there are gaps in knowledge, networking with teams within and outside the organisation.			Evidence of research activities and knowledge of current limitations in evidence Interview	

### Working Together For Patients with Compassion as One Team Always Improving

**Strategic approach** (clarity on objectives, clear on expectations)

**Relationship building** (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

**Personal credibility** (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

**Passion to succeed** (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

**Harness performance through teams** (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff , respect diversity)

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Job holders are required to act in such a way that at all times the health and well being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition all staff are expected to complete essential/mandatory training in this area.

**Print Name:**

**Date:**

**Signature:**