

Consultant Job Description

Grade: Consultant in Medical Oncology with a specialist interest in Lung Cancer

Department: Oncology

Reports to: Clinical Director in Haematology and Oncology

Job Summary:

We are seeking a new consultant colleague to join the Oncology team based at Portsmouth Hospitals University NHS Trust specialising in Lung Cancer.

Portsmouth Oncology Centre provides oncological treatments for patients diagnosed with lung cancer at Queen Alexandra Hospital Portsmouth, and St Richards Hospital Chichester (West Sussex). Each site runs a separate Lung MDT, but there is combined Oncological team working across both sites. Clinics run at each hospital site with chemotherapy treatment day units at each hospital. All radiotherapy is delivered at Queen Alexandra Hospital, Portsmouth, with Lung SABR now fully established including SABR for Oligometastases. The candidate will principally support the lung service to West Sussex with clinics at St Richards Hospital, and Portsmouth for a second tumour type. This post will be a fourth Medical Oncologist in the Lung service, and there are currently 3 Clinical Oncologists specialising in Lung cancer and SABR, with a fourth starting September 2025.

The Portsmouth and Chichester MDT's have a thoracic surgeon present and run local clinics. Thoracic surgery is undertaken at Southampton and St Georges respectively. The Respiratory teams provide full interventional services, and there are excellent CNS teams supporting both sites. The lung Medical Oncology cancer practice at St Richards sees approximately 100-130 new patients per year.

There is a well-established and enthusiastic Oncological Research team supporting and encouraging clinical trials, with links with the University of Portsmouth. Participation in and leading research is strongly encouraged as is the development of academic roles.

For a 10 PA post (8DCC, 2SPA) a second tumour site is combined, such as Upper GI/HPB/NET which the job plan is based on, or other tumour types could be incorporated, such as Breast, colorectal, or a significant CUP/AOS component. Candidates wishing to work part time would be most welcome and the post would be therefore be primarily lung depending on the PA's required, Job plans are reviewed regularly.

Key Responsibilities:

The appointee will join the Oncology Team as a Medical Oncology Consultant and will be expected to participate in all facets of departmental activity including contributing to leadership and other roles within the department.

A full-time substantive Consultant Oncologist post of 10 PA is available, covering the job plan as enclosed. A part-time appointment would be considered with appropriate adjustment of job plan as described.

Person Specification

Qualifications

Essential

- Fully registered with GMC with a licence to practice.
- Entry on the GMC Medical Oncology Specialist Register, CCT (or within 6 months at interview), Certificate of Eligibility for Specialist Registration (CESR), Portfolio Programme, or other GMC recognised equivalent training.

Desirable

- MRCP or equivalent
- BSc
- MD or PhD

Clinical Experience

Essential

- Evidence of expertise in the areas of special interest relevant to the Job Plan

Desirable

- Breadth of experience in and outside sub-speciality
- Evidence of a clinical or research fellowship.

Knowledge

- Able to demonstrate appropriate level of clinical knowledge in site specific interests and general Oncology, including Oncological emergencies.
- Knowledge and use of evidence-based practice and methodology.

Research/Publications

Essential

- Participation in audit
- Willingness to participate in research as a Consultant
- Experience of recruiting to clinical trials

Desirable

- Research experience
- Published research in peer reviewed journal

Leadership/ Management

Essential

- Evidence of effective team-working

Desirable

- Evidence of leadership/ management experience within or outside of medicine
- Formal management training/qualification
- Ability and enthusiasm for leading service improvement

Teaching Experience

Essential

- Evidence of effective teaching of junior doctors

Desirable

- Educational or Clinical Supervision training
- A formal teaching qualification

Other

- IT skills.
- Good written and spoken English language ability and able to communicate effectively with patients and colleagues.
- Effective, confident presentation ability.
- Facilitation skills

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)

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:

Job Content

Day	Time	Categorisation	Work	Hours
Monday	0815 - 0900	Travel to SRH	DCC	0.75
	0900 - 1300	Lung Clinic	DCC	4.0
	1300 –1400	Lung MDT	DCC	1.0
	1400 - 1500	Ward round SRH/Admin	DCC	1.0
	1500 - 1545	Travel from SRH	DCC	0.75
Tuesday	0900 - 1330	Clinic (HPB/second tumour type)	DCC	4.5
	1400 - 1500	Ward round	DCC	1.0
	1500 - 1700	Admin	DCC	2.0
Wednesday	0900 – 1300	Admin	DCC	4.0
	1330 - 1730	Audit/Appraisal/Personal Study	SPA	4.0
Thursday	0830 - 1130	AOS/post take ward round	DCC	3.0
	1130 - 1200	Clinical Supervision	SPA	0.5
	1200 -1330	Admin, or travel to and from SRH if clinic at SRH	DCC	1.5
	1400 – 1730	Clinic QAH or SRH	DCC	4.0
Friday	0830 - 1030	HBP MDT	DCC	2.0
	1030 - 1130	ward round	DCC	1.0
	1130 - 1300	Research/Education	SPA	1.5
	1330 - 1400	Journal Club	SPA	0.5
	1400 – 1430	Admin	DCC	0.5
	1430 - 1600	Dept meetings/audit/research	SPA	1.5
Additional agreed activity to be worked flexibly				
Predictable emergency on-call work		On call		1
Unpredictable emergency on-call work				
Total Hours				40
Total PAs				10

SUMMARY OF PROGRAMMED ACTIVITY	Number
Supporting Professional Activities	2
Direct Clinical Care (including unpredictable on-call)	8
Other NHS Responsibilities	
External Duties	
TOTAL PROGRAMMED ACTIVITIES	10

1. ON-CALL AVAILABILITY SUPPLEMENT

Agreed on-call rota (e.g. 1 in 5):	1:18 1 st On call
On-call supplement (%):	3%

2. OBJECTIVES – TRUST, SPECIALTY AND PERSONAL

Objectives (and for Specialty and Personal, how these will be met)
<p>Trust</p> <ol style="list-style-type: none"> 1. Ensure that, based on the needs of the patients and their families, care is delivered to the highest standard, maintaining the patient's dignity at all times. Wherever possible, the aim is to promote independence and restore healthy living. 2. Assist in establishing and maintaining a high quality environment for patients and staff, which delivers excellent care to patients and supports the achievement of all local and national access targets. 3. Through personal leadership and influence, contribute to maintaining the highest standards of clinical and environmental hygiene, to assure infection control standards and eliminate hospital acquired infections. 4. Assist in promoting and developing the culture of a learning organisation, that is fully committed to providing excellence in both health and customer care, and to providing continuous improvement. 5. Participate in Continuous Professional Development, thus enabling the Trust to enhance its reputation for high quality education, learning and development, and research. 6. Use all resources wisely, and promote a culture of value for money and return on investment.
<p>Specialty</p> <p>The appointee will join the Oncology Team as a Clinical Oncology Consultant and will be expected to participate in all facets of departmental activity.</p> <p>A part-time appointment would be considered with appropriate reduction in clinical responsibilities.</p> <p>The post will be based at Queen Alexandra Hospital. Full participation in teaching, audit and research will be expected.</p>
<p>Personal</p>

3. SUPPORTING RESOURCES

Facilities and Resources required for the delivery of duties and objectives	Description
1. Staffing support	
2. Accommodation	
3. Equipment	
4. Any other required resources	

4. ADDITIONAL NHS RESPONSIBILITIES AND/OR EXTERNAL DUTIES

Specify how any responsibilities or duties not scheduled within the normal timetable will be dealt with:

5. OTHER COMMENTS AND/OR AGREEMENTS

Detail any other specific agreements reached about how the job plan will operate (for example, with regard to Category 2 fees, domiciliary consultations and location flexibility):

6. AGREEMENT

Doctor:	
Name	
Signature	
Date of Agreement	
Clinical Director:	
Name	
Signature	
Date of Agreement	

About Portsmouth Hospitals University NHS Trust

Portsmouth Hospitals University NHS Trust provides acute healthcare services under contract to a range of commissioners across Hampshire and the Western South Downs. The Trust serves a predominantly urban area centered around the City of Portsmouth and the boroughs of Gosport, Fareham, and Havant, extending from Warsash in the west to Emsworth on the Sussex border. The northern boundary includes Petersfield and Liss. While the rural north remains relatively undeveloped, the rest of the region has evolved around historic Royal Naval bases and now supports a mix of modern high-tech industries, a commercial port, and a cross-Channel ferry terminal.

About the Area

Portsmouth is a vibrant naval city on the south coast of England, rich in maritime history. It lies approximately 90 minutes from central London and is well-connected by road, rail, and sea. Regular ferries link the city to France and Spain, and major international airports are within easy reach. The city offers excellent water sports facilities—among the best in Europe—and sandy beaches are nearby. Ongoing development on both sides of the harbour points to a dynamic future for the region.

Just inland lies the scenic countryside of rural Hampshire and the South Downs National Park, with the New Forest National Park also close by. The area offers a unique blend of city amenities, seaside charm, and tranquil village life. Families benefit from a wide choice of high-quality schools in both the state and independent sectors, making it an attractive place to live and raise children.

The Isle of Wight

The Isle of Wight is easily accessible via hovercraft, fast passenger catamaran, and car ferry services. A traditional holiday destination since Victorian times, the island is celebrated for its mild climate, stunning coastline, and lush green landscapes. It is recognised as a UNESCO Biosphere Reserve, highlighting its environmental significance.

Our Vision and Services

Portsmouth Hospitals University NHS Trust vision is to be recognised as a world-class hospital, delivering outstanding patient outcomes through innovative healthcare in a safe, caring, and inspiring environment. The Trust was rated 'Good' by the Care Quality Commission (CQC) in January 2020.

Portsmouth Hospitals University NHS Trust has formed a strategic partnership with Isle of Wight NHS Trust to deliver integrated healthcare services for the island's population. This includes strong collaborative working in oncology, using an outreach model of care.

Clinical Services at Portsmouth Hospitals University NHS Trust

The Trust provides a comprehensive range of services, including:

Emergency Medicine and Trauma

Orthopaedic Surgery

General and Specialist Medicine

Gastroenterology, including advanced endoscopy (e.g., EMR)

General and Specialist Surgery (Upper GI, Breast, Plastic Surgery)

Oncology and Interventional Radiology

Radiology

Maxillofacial and Oral Surgery, including Head and Neck Cancer surgery

ENT and Ophthalmology

Dermatology and Neurology

Rheumatology and Elderly Medicine

Critical and Coronary Care

Renal Services via the Wessex Regional Renal Unit

Rehabilitation Services

The Portsmouth Oncology Centre extends its services to St Richard's Hospital in Chichester and St Mary's Hospital on the Isle of Wight.

There is an on-site nursery and a fitness centre, with swimming pool.

The Department

Clinical arrangements within the department:

Portsmouth Combined Haematology Oncology Centre (CHOC) is based at Queen Alexandra Hospital in Cosham. It serves the local population of around 850,000 and with part of West Sussex and the Isle of Wight enlarges the Cancer Centre catchment to 1-1.5 million.

Oncology has a large footprint within the hospital with combined Oncology/Haematology inpatient unit, acute oncology unit, day case unit, oncology clinic suites & on-site radiotherapy.

Portsmouth has been a designated Cancer Centre since 1996, with well-established multidisciplinary teams and good working relationships with the Cancer unit at St Richard's Hospital, Chichester, and now expanding sub-specialist services to the Isle of Wight. In 2009 the Cancer Centre relocated to purpose-built facilities at the newly developed Queen Alexandra site, which brought together all acute services on a single site and enabled development of joint Hematological and Oncology Centre and fully integrated oncology at the acute interface.

The diagnostic imaging department supports acute and cancer services with CT scanning, MRI, a proactive interventional radiology team, on site PET scanning, nuclear medicine, specialty reporting and dedicated support to cancer MDTs.

There is a strong track record of research and clinical trial activity supported by research nursing team, and strategic research partnerships with Portsmouth University.

Existing Staff

Clinical Oncology Consultants & Specialist Doctors

<i>Member of Staff</i>	<i>Interests</i>
Dr Radwa Ahmed FRCR	Gynae, Urology
Dr Mary Aziz FRCR	Lower GI, Upper GI, CUP
Dr Hannah Bainbridge PhD FRCR	Lung, SABR
Dr Freddie Bartlett MRCP FRCR MD(Res) <i>Head of Radiotherapy</i>	Upper GI, Breast
Dr Danny Bloomfield MA BMBCh MRCP FRCR	Breast
Dr Olly Donnelly PhD FRCR MRCP MBChB BSc (Hons)	Head and Neck, melanoma
Dr Mostafa El-Haddad FRCR	Head and Neck, Thyroid
Dr Yasser Haba MBChB MRCP FRCR	Lymphoma, CUP
Dr Umesh Hombaiah FRCR	Urology, Breast
Dr Christopher Jingree MRCP FRCR	Lung, SABR, Urology
Dr Megan Llewellyn MRCP FRCR	Urology
Dr Tarun Loganathan MRCP FRCR	Colorectal, Lung, SABR
Dr James Lowe MRCP FRCR	Colorectal, CNS
Mrs Clare Murphy, Consultant Radiographer	Urology
Dr Yoodhvir Nagar MD DNB	Urology, brachytherapy, Lung, SABR
Dr Sophie Needham MRCP FRCR	Lung, SABR, thyroid
Dr Sudhan Rajan FRCR	Head and Neck, Skin
Dr Eleni Simpson MRCP FRCR	CNS, SRS
Dr Anne Suovuori Specialist in Oncology & Radiotherapy (University of Turku, Finland)	Breast, Skin, Sarcoma
Dr Maja Uherek MRCP FRCR	Gynae, brachytherapy, Urology
Mrs Ruth Williams, Consultant Radiographer	Breast

Medical Oncology Consultants

Member of Staff	Interests
Dr Caroline Archer BSc MBBS FRCP <i>Clinical Director Haematology-Oncology</i>	Breast
Dr Giuseppe Banna MD	Lung, Urology
Dr Livia Onforio MD	Lung, Melanoma
Dr Christopher Coyle MBBS, MRCP, MD(res)	Breast, Upper GI, AOS
Prof Hani Gabra BSc MSc PhD FRCPE FRCP <i>Trust Lead Cancer Clinician</i>	Gynae, AOS
Dr Joanna Gale BM FRCP DM	Urology
Dr Hameed Khalid MRCP	Breast, Lung
Dr Nataliya Martynyuk MRCP	Urology, AOS
Dr Akash Maniam MRCP	Breast, Urology, AOS
Dr S R Mutharamalingham MBBS MD FRCP	Lung, Lower GI
Dr Ann O'Callaghan MB BCh BAO MRCPI	Lymphoma, Lower GI
Dr Chit Cheng Yeoh MBBS BMedSc MRCP PhD	CUP, Gynae, Melanoma AOS

The consultant team is supported by 2 Oncology specialty doctors, a clinical research fellow, radiotherapy fellows, 8 clinical oncology registrars, 5 medical oncology registrars, AOS specialty doctors, and SHOs on a variety of training schemes, with increases in Oncology trainees anticipated from August 2025.

Advanced Nurse Practitioners & Physicians Associate roles have been developed in inpatient & acute oncology services, and Advanced Nurse Practitioners and pharmacy prescribers supporting chemotherapy prescribing.

We are committed to increase enhanced nursing, pharmacy and radiographer roles within the department. Advanced radiographer roles and trainee Consultant Radiographers support the Breast and Urology practice, with plans to develop further in other areas.

There is an expanding team of Clinical Nurse Specialists within oncological services supporting those with metastatic disease, in addition to specialty CNS teams. Clinical Psychologists support patients offering counselling services.

Facilities

There is a dedicated outpatient suite with 14 large consultation/examination rooms adjacent to the Haemato-oncology Day Unit (HODU) which is staffed by 21 full and part-time trained chemotherapy nurses. Nurse-led services include group work, "Demystifying Chemotherapy", as well as individualised holistic assessments and PICC insertions. There is also a chest PORT service. Chemotherapy is also delivered at Fernhurst chemotherapy suite at St Richard's Chichester, and at St Marys Hospital on the Isle of Wight, and an out-reach 10 chair unit opened at Fareham

Community Hospital Mach 2022 expanding chemotherapy capacity and giving chemotherapy closer to home. Homecare services also available.

The Macmillan Patient Information Suite is situated adjacent to the main waiting room and the outpatient suite at the QAH site, providing an oasis of peace and quiet for patients and their relatives, and there are other charitable organisations offering local support services to patients and a Living Well Centre attached to the Rowans Hospice, which is a drop-in service for patients and relatives.

Administration and secretarial offices and consultant offices are co-located with outpatient, day unit and radiotherapy facilities.

Radiotherapy equipment includes 4 matched Varian Linear accelerators all with 6 and 10 MV photons and a range of electron energies. A linear accelerator replacement programme to Varian Truebeams has occurred, with the final machine commissioned in November 2020. These state-of-the-art machines include a six degree of freedom couch and facilities for 4D cone-beam CT, respiratory gating and SABR. IMRT/VMAT is standard of care for all radical radiotherapy treatments. SABR for lung primaries commenced in 2021 and SABR for oligometastatic disease (bone and nodal metastases) commenced in December 2023. A new Siemens Somatom CT simulator was commissioned in 2022. The new treatment planning software, Raystation, is now implemented and in use. Contouring and plan approval are available at consultant desks and remotely. We are a paperless radiotherapy department, having expanded the use of Varian's ARIA radiotherapy management system to cover the whole radiotherapy patient pathway in 2024.

We have a progressive radiotherapy physics department and a team of approximately 37 radiographers, including two Consultant Radiographers, 6 advanced practitioners, two research radiographers and 7 oncology assistants. Radiographers and dosimetrists perform much of the organ-at-risk outlining and we are actively expanding the non-Consultant workforce. Advanced practitioners with prescribing skills undertake radiotherapy review clinics. Other treatment equipment includes a dual energy 250kV and 80-120kV Gulmay machine and HDR and LDR brachytherapy facilities. We are keen to develop and embrace new ways of working with recent appointments of enhanced radiographer and Consultant Radiographers, in addition to nursing and pharmacy prescribers' roles to ensure cancer services that best meets patients' needs and service demands.

Inpatient Care

Inpatient care is based on a purpose-built ward suite F5, 6 & 7 shared with Haematology. There are 44 beds, many of which are single rooms with en-suite facilities, and laminar air flow rooms for haematology transplant patients. The ward nursing team combines oncological and haematological nursing expertise. There is a policy of direct admission to oncology wards for patients on treatment or known to department. There is a designated team of junior doctors providing daytime care with hospital at night service operational from 8pm.

Acute Oncology

Acute Oncology is located on F1 ward as an independently functioning SDEC area, The service is nurse-led by a team of extended role nurses who carry out telephone triage and advice and initial assessment 8am-8pm, 7 days/week and medically supported by dedicated AOS doctors, and the Oncology SHO's and Registrars. Day case biopsies and procedures, such as ascitic drains are co-ordinated via AOS and we hope to expand with more ambulatory services to manage patients to reduce in-patient stays, such as managing immunotherapy toxicity.

Palliative Care Services

The hospital has a specialist palliative care team including palliative care consultant and specialist nursing team. There is excellent hospice provision in the district provided at The Rowans Hospice, Countess Mountbatten House and St Wilfrid's Hospice, Chichester, & Mountbatten Hospice on the Isle of Wight

Revalidation

A 10PA job plan includes 2 PAs of SPA during which time the postholder will be expected to complete activities required for revalidation, continuing professional development and audit.

Continued Professional Development

In addition to the Trust's medical library the department holds an extensive library of journals and relevant educational materials to support CPD. There are opportunities to undertake relevant external duties to support and enhance CPD. These are agreed with the Clinical Director and Medical Director.

Audit

The Clinical Service Centre has a well-developed audit programme and all consultants contribute to local, regional and national audit.

Research

We have an enthusiastic and experienced oncology research team comprising research nurses, research radiographers, pharmacists, clinical trials assistants and R&D colleagues, supporting a large portfolio of clinical trials. We remain firmly committed to offering the advantages of clinical research participation to as many of our patients as possible.

Mentoring

There is a formal mentoring process for new consultant colleagues to support adjustment to their new role within Portsmouth Hospitals. The aim is to make sure that all new consultants have an appropriate period of mentoring tailored to their individual needs to support professional development.

Following appointment there will be a meeting between the Clinical Director/ Clinical Lead and the new Consultant to agree mentoring arrangements.

Conditions of Service

The post is covered by the Terms and Conditions of Service Consultant Contract (2003)

The Trust expects all Medical and Dental staff to work within the guidelines of the GMC 'Guide to Good Medical Practice' which can be viewed on the GMC website www.gmc-uk.org.

Where the post holder manages employees of the Trust, he/she will be expected to follow the local and national employment and personnel policies and procedures.

The consultant's job plan is subject to change at any time, by negotiation with the Consultant and Trust management. There is a routine annual review of job plans.

Office accommodation

A Shared office space will be made available within the department together with secretarial support.

Management

The post holder will be expected to work with local managers and professional colleagues in the efficient running of services including the medical contribution to management. Subject to the provisions of the Terms and Conditions of Service, the post holder is expected to observe agreed policies and procedures drawn up on consultation with the profession on clinical matters and follow the standing orders and financial instructions of Portsmouth Hospitals University NHS Trust. Managers of employees of the Portsmouth Hospitals University NHS Trust are expected to follow the local and national employment and personnel policies and procedures. The post holder will be expected to ensure that there are adequate arrangements for hospital staff involved in the care of patients to be able to contact him/her when necessary.

All medical and dental staff are expected to comply with the Portsmouth Hospitals University NHS Trust Health and Safety Policies.

All medical and dental staff are expected to proactively, meaningfully and consistently demonstrate the Trust Values in their every day practice, decision making and interactions with patients and colleagues.

Annual and Study leave

Starting annual leave allowance is 28 days plus bank holidays, and 30 days study leave within a three-year period, subject to national and local policies will be allowed.

Status of Post

This is a full-time post and is available as described, but candidates wishing to work less than full time are encouraged to apply.

Residence

Residence within either 10 miles or 30 minutes by road from Queen Alexandra Hospital is usually required unless alternative arrangements agreed with the Trust management.

Safeguarding

The Consultant should act in such a way that at all times the health and wellbeing 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. All staff are expected to complete essential/mandatory training in this area.

Infection Control

In compliance with the Trust's practices and procedures associated with the control of infection, you are required to:

Adhere to Trust Infection Control Policies assuring compliance with all defined infection control standards at all times.

Conduct hand hygiene in accordance with Trust policy.

Hand Hygiene Policy

The Trust has adopted "Naked Below the Elbow" strategy which means that when involved in patient care and direct physical contact with patients, you must wash or decontaminate your hands as per the Hand Hygiene Policy.

Compliance with the Hand Hygiene Policy is mandatory; you must wear short sleeved shirts/blouses/uniform, remove any out jackets and roll up your sleeves. No jewellery should be worn below the elbow (except a plain wedding band) and wrist watches must be removed.

Compliance with this policy will be monitored and any non-compliance may be subject to disciplinary action.

Rehabilitation of Offenders

Because of the nature of the work for which you are applying, this post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act, 1974 by virtue of the Rehabilitation of Offenders Act, 1974 (exceptions) order 1975. Applicants are therefore not entitled to withhold information about convictions. This could result in dismissal or disciplinary action from the Trust.

Any information given will be completely confidential and will be considered only in relation to an application for positions to which the order is applied.

Visiting Arrangements

Intending applicants are encouraged to discuss their application by contacting Dr Caroline Archer, Clinical Director caroline.archer@porthosp.nhs.uk, or Dr Freddie Bartlett, Head of Radiotherapy frederick.bartlett@porthosp.nhs.uk, or phone 02392 286000 ext. 4790 for an informal discussion and /or arrange a visit to the department.