

Consultant Job Description – PENDING ROYAL COLLEGE APPROVAL

Grade: Consultant Renal Transplant Surgeon

Department: Wessex Kidney Centre

Reports to: Clinical Director

Job Summary:

The post holder will primarily be responsible for the in-patient and out-patient care of patients undergoing renal transplant surgery, dialysis related surgery including vascular access and live donor surgery, both in the elective and emergency settings. The clinics are mainly based on the Queen Alexandra Hospital (QAH) site. All surgery is currently performed on the QAH site. The surgery will involve GA and LA lists and emergency on call covering dialysis related problems as well as renal transplantation and surgical emergencies in the renal patient population.

The on-call service works with a Surgeon of the Week (SOW) covering from Friday midday for 7 days including the weekend. The weekday nights are covered by other members of the team. During this period there are no elective commitments. The only fixed commitments during this week are the acute transplant follow up clinics on Monday and Thursday mornings.

There are currently renal surgical clinics on Monday mornings and Thursday afternoons. There are vascular access clinics on Friday mornings and once every 2 months on the Isle of Wight. There are renal GA lists all day every Tuesday and Wednesday, and on Thursday mornings. There is a renal LA list alternate Monday afternoon and every Friday morning. This post holder would be allocated an almost equal share of the available lists to fit in with on call and elective non-operating commitments as well as other clinical commitments. The successful candidate would be expected to work flexibly and provide prospective cover for leave.

The post-holder will be expected to clinically supervise the resident surgical staff within the department. This currently includes one physician's associate, 3 middle grade resident surgical trainees, a core trainee and year 2 foundation doctor (who also have commitments on the general surgery rota). Opportunities for other more focused educational roles may become available with appropriate training.

The renal and urology services at Portsmouth Hospitals University NHS Trust (PHU) only provide services for adult patients. Transition of paediatric renal and transplant patients from Southampton General Hospital happens when the patient is 18 years of age. With appropriate training, surgical involvement in these transition clinics may be possible.

Portsmouth Hospitals University NHS Trust has increasingly strong links with the University of Portsmouth as well as the University of Southampton. The Wessex Kidney Centre is regularly one of the largest recruiters of patients to portfolio/NIHR studies in the country. The transplant patients that the unit covers are rarely involved in these studies and therefore offers huge potential for future research projects. There are opportunities for clinical and scientific research.

The post is initially 10 PAs.

Supporting Professional Activities

Sufficient SPA and administration time is included to fulfil the role (2 PAs).

This will be subject to review in job planning meetings not more than 12 months after appointment and annually thereafter.

Key Responsibilities:

The post holder will be responsible for the assessment, surgery, and in- and out-patient care of patients undergoing renal transplant surgery and dialysis related surgery both in the elective and emergency settings. The clinics are mainly based on the QA site and all surgery is currently performed on the QA site. The surgery will involve GA and LA lists and emergency on call covering dialysis and transplant related problems.

Mentoring will be provided to the successful applicant.

Person Specification

Qualifications

- Full GMC registration with a licence to practice
- Higher professional training in renal transplantation

Clinical Experience

- Entry on the GMC specialist register via CCT (proposed date must be within 6 months), CESR or European Community Rights
- An appropriate higher surgical qualification
- Evidence of a transplant fellowship is desirable

Clinical Skills

- Demonstrable skills and experience of elective and emergency renal transplantation and access surgery
- Understanding of clinical risk management

Knowledge

- Able to demonstrate appropriate level of clinical knowledge related to renal transplantation and dialysis access
- Experience of managing renal transplant and SPK patients
- Knowledge and use of evidence-based practice
- IT skills
- Effective, confident presentation ability
- Experience in and outside speciality

Other

- Evidence of participation in audit
- Good oral and written communication skills
- Publications
- Prizes and honours
- Logical thinking, problem solving and decision making

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.