

Consultant Job Description

Grade: Consultant

Department: Critical Care

Reports to: Dr Sara Blakeley (Clinical Director)



Job Summary:

The job will be for 10 PAs per week to include clinical commitment to critical care (6-8 PAs), and the option for a second discipline (2PAs). It will also include 2 SPA. A sample job plan is available on request. The post will attract a 3% on-call supplement. Single ICM CCT applications are encouraged and would be based on up to 8 PAs critical care (and 2 SPAs). Less than full time consultant careers are also supported in a department that recognises the importance of variable job planning to ensure the right work-life balance and an enjoyable and sustainable career.

Candidates will be expected to demonstrate appropriate training and experience in critical care medicine, and a continuing commitment to the long-term development of this discipline, as well as the appropriate qualifications and experience for any base discipline.

There will be no on-call commitment to any discipline other than Critical Care.

Key Responsibilities:

In conjunction with the other critical care consultants, the appointee will be responsible for directing the care of Level 2 and 3 patients referred to and treated by the department of Critical Care. Although clinical responsibility is generally shared with the admitting clinician(s) we work to the model of a "closed unit". Day to day decisions about the admission and discharge of critically ill patients is the responsibility of the duty critical care consultant in conjunction with the admitting service.

In addition to providing clinical care for our patients the appointee will, in association with the other critical care consultants, be responsible for the training and supervision of trainees who are appointed from other departments including medicine, surgery, anaesthesia or the emergency department. A high level of consultant input to the supervision of trainees is expected.

The appointee would be expected to be familiar with the following services which are provided by the Department to include but not limited to:

- Invasive cardiovascular monitoring, including cardiac output and systemic vascular resistance monitoring.
- Respiratory support including the use of IPPV, continuous positive airway pressure and non-invasive ventilation.
- The use of fiberoptic bronchoscopy for diagnosis and treatment.
- Renal replacement therapy and therapeutic plasma exchange.
- Pain relief techniques including thoracic and lumbar extradural analgesia.
- Intra-aortic balloon pump counterpulsation.
- Transport of the critically ill if unable to be supported by the Regional Adult Critical Care Transfer Service.

- Temperature management therapy post cardiac arrest.
- Achieved or working towards FICE accreditation in trans-thoracic echocardiography. We have 3 FICE mentors within the department.
- Paediatric stabilisation.

Person Specification

Qualifications

Essential

- Full GMC registration with a licence to practice
- CCT in Intensive Care Medicine (or within 6 months at the date of interview) or eligible for GMC Specialist Register, (and CCT if any planned partner specialty)
- FFICM or equivalent ICM examination
- CCT or equivalent (with associated professional examination requirements) are needed for additional practice in a second speciality

Desirable

- Specific training in paediatric critical care
- Management course or experience
- Additional training in related areas (e.g. medical education, ethics, toxicology etc)

Clinical Experience

Essential

- Entry on the GMC specialist register via CCT (proposed date must be within 6 months), CESR or European Community Rights
- Demonstrable, significant and on-going experience in adult critical care medicine
- Demonstrable, significant and on-going experience in any base discipline (only applies if completed dual or joint ICM training)
- Experience in providing paediatric stabilisation and critical care.

Desirable

- Experience in general medicine
- Training and experience in teaching of the medical, nursing and allied health professional team
- ATLS or APLS provider or equivalence

Clinical Skills

Essential

- Professional skills of high standard in adult critical care medicine and the base discipline if applicable
- Professional skills in paediatric stabilisation and critical care
- Demonstrable training, experience and ability in teaching, both formally and informally
- Understanding of clinical risk management
- Understanding and commitment to quality improvement and patient safety
- Evidence of participation in clinical audit and evidence of continuing audit activity

- Commitment to research

Desirable

- Qualification in ECHO and/or point of care ultrasound

Knowledge

Essential

- Able to demonstrate appropriate level of clinical knowledge
- Knowledge and use of evidence based practice

Desirable

- IT skills
- Effective, confident presentation ability
- Experience in and outside speciality

Other

Essential

- Leadership and basic management skills
- Interpersonal skills
- Willingness to support research within the Department
- Good oral and written communication skills
- Logical thinking, problem solving and decision making
- Decisiveness/accountability
- Flexibility
- Thoroughness
- Initiative/ drive/ enthusiasm
- Evidence of understanding of constraints on resources

Desirable

- Publications
- Prizes and honours

Working Together For Patients with Compassion as One Team Always Improving

Strategic approach (clarity on objectives, clear on expectations)

- Plans and takes initiative in the best interest of the patient
- Makes decisions based on organisation strategic direction
- Makes success criteria clear to others and focuses them on what matters most
- Avoids major problems through anticipation and contingency planning

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

- Consistently seeks to understand and meet the needs and interests of patients
- Asks open questions and listens to other ideas to develop joint solutions
- Involves key stakeholder and staff in planning organisational change

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

- Articulates a compelling vision of how things could be and might be
- Consistently delivers on promises
- Consistently acts in accordance with, and champions PHTs values
- Displays sensitivity to the needs and feelings of others
- Has a zero tolerance to, and challenges bad behaviour
- Actively manages poor performance

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

- Motivates others through infectious enthusiasm and 'can do' attitude
- Maintains optimism and sense of humour in stressful situations
- Emphasises the positive side of difficulties, portraying them as opportunities
- Finds ways around seemingly insurmountable obstacles, not easily defeated
- Infuse pride and joy in work
- Lead by example by taking responsibility, being compassionate and aspiring 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)

- Takes proactive steps to develop team members using a variety of approaches
- Involves team members in planning and delivering change
- Stimulates and communicates cross disciplinary communication
- Recognises and rewards effort, not just achievement
- Matches the needs of activity to available resources
- Seeks out and listens to team members and stakeholders, welcoming warnings or problems

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: