



East Suffolk and
North Essex
NHS Foundation Trust

**Consultant Oncologist in
Upper Gastrointestinal, Cancer of Unknown Primary & Acute Oncology
Service**

East Suffolk and North Essex NHS Foundation Trust

Responsible to: Clinical Divisional Director Debo Ademokun

Accountable to: Chief Medical Officer Dr Angela Tillett

EAST SUFFOLK AND NORTH ESSEX NHS FOUNDATION TRUST

Message from the Chief Executive

Dear colleague

Thank you for your interest in joining East Suffolk and North Essex NHS Foundation Trust (ESNEFT).

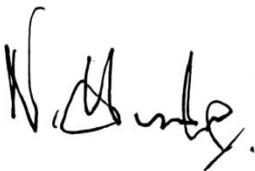
ESNEFT provides integrated care to a population of almost a million people. We employ more than 11,000 staff across two acute hospitals in Colchester and Ipswich and in community hospitals, clinics, surgeries and patients' homes. We are a partner in the Suffolk and North East Essex Integrated Care System.

We would like you to help us provide the best care and experience for the communities we serve in east Suffolk and north Essex. You can find out more about us on [our website](#) and please take a look at our [Come and Join us recruitment video](#).

We are committed to being a great place to work, and great place to train and a great place to receive care. As a large organisation we offer exciting opportunities for development, innovation, research, education and training.

We have a simple philosophy: time matters. Time matters for our patients, their families and our staff. By focusing on time, we can remove unnecessary stress and frustration – giving our patients a better experience and to make sure you have more time to care and make the most of your skills.

Yours sincerely,



Nick Hulme
Chief Executive



Facebook

We are...

East Suffolk and North Essex NHS Foundation Trust

We provide healthcare to a population of almost a **million** people in



But we don't work alone. We work alongside a multitude of teams in health, social care, voluntary services and other organisations to make care work well for local people whether they are at home or in hospital.

Time matters



Our philosophy is that time matters. Dealing with health issues can be stressful, both for the patient and for those who care for them. There is the necessary stress of the health need and the emotional effort of caring.

However, too often the complexity of the health and care system adds unnecessary stress. At the heart of this is time. Time is important to everyone whether as patients, as family or carers, or as staff delivering care.

We will improve services to make every moment count.

There's no place like home



1 in 5

of our staff work out and about in the community

And our NHS teams are supporting local people to stay in control of their health at home

When people need care in hospital we are committed to getting them home again as soon as possible

We can join the dots between care at home and hospitals



Size matters



We are the largest NHS organisation in East Anglia employing more than 11,000 staff and several of our clinical services are among the largest in England:

- Acute children's services
- Oncology
- Trauma and orthopaedics
- General surgery
- Urology
- Ophthalmology

Our values are: **optimistic, appreciative and kind**

Background of East Suffolk and North Essex Foundation Trust

ESNEFT was formed on 1 July 2018 following the merger of two NHS trusts in Colchester and Ipswich and east Suffolk. We became one of the largest NHS organisations in the region, and in 2021 grew further when we began working in collaboration with other providers to provide community services in north east Essex.

As well as Colchester and Ipswich hospitals, our teams provide care and services from Aldeburgh, Clacton, Harwich, Halstead and Felixstowe hospitals, Bluebird Lodge in Ipswich and the Primary Care Centre in Colchester. We are also responsible for community teams who are based in local health clinics and surgeries, as well as visiting patients' homes.

Our ambition is to become a leader in sustainable healthcare. This goal is supported by an extensive Green Plan, which details the steps we are taking to reduce our environmental impact and cut our carbon emissions by 80% before 2050.

Living in east Suffolk and north Essex

Whether its ambling through Constable country, dancing the night away at Latitude, paddle boarding along the peaceful River Stour or tucking into fish and chips by the sea at Frinton, there's plenty on offer for everyone in Suffolk and Essex.

There's no need to choose between spending your free time in the town or countryside when the two counties combine the best of both worlds. Ipswich is bustling with life and is the perfect place to shop, relax by the regenerated waterfront or spend time at a bar or cafe. Over the border you'll find Colchester, which lives up to its heritage as Britain's oldest recorded town by boasting a rich history and strong cultural identity with numerous galleries, theatres and arts venues. The city also has great transport links, with direct trains taking you into the heart of London in just over an hour.

Those who prefer exploring the great outdoors are also spoilt for choice. The Coast and Heaths Area of Outstanding Natural Beauty stretches from the north of Suffolk, south to the Stour estuary in north Essex, and includes Minsmere which is a haven for nature lovers. The two counties boast golden sands and rolling shingle along a picturesque 400-mile coastline, from the historic pier and quaint beach huts in Southwold to the lively amusements at Clacton. With an array of beautiful beaches to choose from and water sports to suit every ability, Suffolk and Essex's coast provides the perfect day out for families and couples alike. And once you've worked up an appetite, why not head to one of 23 local restaurants featured in the Michelin Guide and enjoy a delicious meal to round off the evening?

When setting up home, there are also options for everyone. Felixstowe and Dedham Vale were both named in the Sunday Times' Best Places to Live guide 2023, but many other towns and chocolate box villages also offer pretty scenery, quaint shops, cosy pubs and the promise of long, uninterrupted weekend walks. You can get good value for money when buying a house here, along with an excellent choice of both state and private sector schools.

Aside from Essex and Suffolk's natural beauty and man-made attractions, one of the area's main selling points is its people. In our region, the community is welcoming, multi-cultural and diverse. Temples, churches, mosques and synagogues are all available, offering places where people of every religion can worship. Crime rates are low, while the counties regularly rank highly in national polls for the quality of life they offer.

Our video will give you a taste of what to expect if you choose to work for ESNEFT and make Essex or Suffolk your home: www.youtube.com/watch?v=GkPu7HphU8A

What's on offer in Suffolk and Essex

The best
of both the town
and countryside



from picturesque villages
in Dedham Vale to
Ipswich's bustling
waterfront

Good
transport links



including direct trains
into the heart
of London

400 miles
of
beautiful coastline



from wild Walberswick
to historic
Harwich

A
multi-cultural and
welcoming community



which embraces
all faiths and
nationalities

Leisure
activities for every
interest



from thrilling theme parks or
a day at the races to culture-
packed museums, art
galleries and
theatres

Amazing
places to eat



including more than
20 restaurants which feature
in the Michelin Guide

Great
opportunities
to learn



from top rated nurseries
to high performing schools
and universities

Affordable
property prices



which offer great value
for money and a chance
to move up the
ladder

Our structure and people

Our Trust is organised into clinical divisions (see below) supported by a series of corporate services.

- Medicine (Colchester) and Medicine (Ipswich)
- Cancer and Diagnostics
- Musculoskeletal and Special Surgery
- Surgery, Gastroenterology and Anaesthetics
- Women's and Children's
- Integrated Pathways
- North East Essex Community Services

The role you have expressed an interest in is in the Cancer & Diagnostics division

Each division at ESNEFT has a divisional clinical director, an associate director of operations and an associate director of nursing, as well as a series of senior leadership positions supporting the clinical delivery group.

Information about our Trust Board can be found on the [About Us section of the ESNEFT website](#).

Our Chief Executive is Nick Hulme and our Deputy Chief Executive is Neill Moloney. Our Trust chair and Non Executive lead is Helen Taylor.

Our people values are: Optimistic, Appreciative and Kind.

A role in Oncology

- An opportunity has arisen to join our team at Ipswich Hospital
- We are inviting applications to join our friendly and dynamic teams within the Oncology department at our Ipswich Hospital site, part of the East Suffolk and North Essex NHS Foundation Trust. There may be the opportunity in keeping with our Clinical Strategy for cross-site working at our other hospital site at Colchester if service needs require.
- The post being advertised is a **replacement** post. With the appointment to the vacant post, there will be eight oncologists with their primary base at Ipswich Hospital, and eight Oncologists based at Colchester Hospital. The Departments of Oncology is within the 'Oncology & Haematology Clinical Delivery Group' of the 'Cancer and Diagnostics' Division
- Applicants will have completed CCT or equivalent (CESR) and must be on the Specialist Register.
- The Oncology divisional leaders are:
 - Divisional clinical director Debo Ademokun
 - Associate director of operations Hanne Ness
 - Associate director of nursing Sarah Orr

Information about the Department

The Oncology Team are located across two sites, Ipswich and Colchester and there is the opportunity for cross-site working. ESNEFT is developing a model of partnership bringing exciting new service development opportunities to serve a population in excess of 1 million. To complement the established services, the ESNEFT oncology team are committed to collaborative working, to ensure the long-term sustainability of oncology service provision and to increase opportunities, training and research for medical staff.

ESNEFT's vision is to provide one central integrated Cancer Centre at each site, which combines first class radiotherapy, chemotherapy, and medical treatments, alongside a holistic range of therapies, information, support and advice.

Both hospitals have a Cancer Centre providing state-of-the-art facilities delivering first class medical care and the most advanced treatments, alongside a range of complementary and alternative therapies. Purpose-built, sympathetic environments enable the best possible holistic and multi-disciplinary approach to the care of all cancer patients and their loved ones.

There is an established Acute Oncology Team at both hospitals ensuring patients presenting with Oncological complications due to treatment or disease in a timely manner.

Ipswich Hospital

The Oncology Centre at Ipswich provides an integrated Cancer service accommodated in purpose built premises, which incorporates radiotherapy, a 25 bedded ward, outpatient facilities and The Woolverstone Macmillan Centre Day Unit for the administration of chemotherapy.

The Chemotherapy Day Unit delivers both chemotherapy and supportive treatments. Staff rotate through the Outreach Chemotherapy service under the direction of an Outpatient Sister. The unit is working towards delivering an in-house PICC placement service for oncology and haematology patients.

There are a range of site-specific nurse specialists who are integral to the service as well as dedicated Acute Oncology Nurses, Specialist Palliative Care Service, Family Support Worker, Counsellor and Complementary Therapist. The service is also supported by non-medical prescribers including senior nurses and within our Oncology pharmacy team.

Ipswich Hospital links with both Norfolk and Norwich University hospital and Cambridge University hospital weekly for SMDTs. The Trust is the SMDT surgical centre for Gynaecology malignancies for Ipswich, Colchester and Chelmsford.

In-patients are looked after in a modern 25-bedded ward, incorporating 3 6-bedded bays and seven single rooms. Three of the single rooms have en-suite toilet and shower facilities and two of these are shielded for radio-isotope therapies. The ward is a JACIE accredited stem cell transplant centre.

There is an established Nurse Led Outreach service providing Chemotherapy in the Community with Clinics in Stowmarket, Aldeburgh and Felixstowe.

A dedicated Cancer information centre has been built with money raised by a local Cancer Charity (Cancer Campaign in Suffolk) next to the Department. We support patients by offering counselling, complementary therapies by building a personalised recovery package.

There is a weekly clinic at Ipswich Hospital run by a Specialist Palliative care Consultant.

The Trust has a close association with St Elizabeth Hospice which is within 10 minutes' walk of Ipswich Hospital. The hospice opened in 1989 and has a full range of specialist palliative care services, serving the population of East Suffolk and Great Yarmouth and Waveney.

Colchester Hospital

The Cancer Centre at Colchester Hospital brings together all cancer-related services into one location. The Collingwood Centre is a new chemotherapy and Haematology day unit that opened in November 2019. This adjoins the Radiotherapy Centre.

The Collingwood Day Unit delivers both chemotherapy and supportive treatments for oncology and haematology patients. The Unit is run by Chemotherapy competent Nursing staff who deliver all the outpatient chemotherapy.

There is a Mobile Cancer Care unit which travels to four areas surrounding Colchester and operate four days a week, which is staffed by the experienced nurses from the Collingwood centre. The provisions of this service allows the chemotherapy department to deliver treatments closer to home and is a favourable service for our patients. The unit delivers an in-house PICC placement service, supporting timely pathways for our patients.

There are a range of site-specific nurse specialists who are integral to the service as well as dedicated Acute Oncology Nurses, Specialist Palliative Care Service, Counsellors and Complementary Therapist.

There are currently 28 beds on West Bergholt Ward for Oncology and Haematology patients.

A dedicated Cancer Wellbeing centre was recently built in a lakeside setting, providing vital support and information to patients and their families. Services include counselling, complementary therapies, practical support and a venue for self-help and support groups.

The Oncology Department has close links with St Helena Hospice in Colchester and Farleigh Hospice in Chelmsford, both of which provide in-patient and day-care facilities.

The hospital Specialist Palliative Care team consists of a Palliative Care consultant and several Nurse Practitioners.

Radiotherapy

Radiotherapy referrals are received predominately from central and east Suffolk, north and mid Essex. In addition some referrals are received from West Suffolk and bordering ICB's. Radiotherapy is delivered on both the Colchester and Ipswich Hospital sites. The service is part of the East of England Operational Delivery Network for external beam radiotherapy.

The two hospitals are equipped with a total of seven multi-modality Varian Truebeam linear accelerators. All are equipped with Intensity Modulated Radiotherapy (IMRT) and Volumetric Arc Therapy (VMAT) capability, On-board Imaging (OBI) systems for image-guided radiotherapy (IGRT) using planar imaging and cone beam CT (CBCT) and respiratory gating. They also have the capability to deliver Stereotactic Ablative Body Radiotherapy (SABR). Suitable cases are discussed in the weekly regional meeting.

The service has successfully completed the NHSE SABR credentialing process. SABR is routinely delivered to lung primary, bone, and node oligometastatic disease on both hospital sites. In addition, Ipswich is taking referrals for spine SABR from within the radiotherapy network. Two machines at Ipswich have a 6 degrees of freedom couch top to enable pitch and roll correction of patient position.

The Service in both hospitals is complimented with full mould room facilities, Varian Eclipse treatment planning system and Varian ARIA Oncology Management System. The Ipswich department has recently replaced its dedicated CT Scanner with a new Philips Big Bore CT and is in the process of installing and commissioning an Xstrahl orthovoltage/superficial unit.

HDR gynaecological brachytherapy is delivered on the Colchester site. Replacement of this machine is scheduled and expansion to include prostate and skin brachytherapy is being developed further replacements scheduled for the next 3 years include the dedicated CT simulator at Colchester, and a TrueBeam linear accelerator at Ipswich.

ESNEFT has identified the development of centres of excellence and driving technology enabled care as two of its strategic objectives. In 2020, the Trust delivered a significant investment in non-surgical cancer services with the virtualisation of the ARIA oncology management system; as a result, both hospital sites have implemented a paperless referral and patient management solution within Aria. This will pave the way for full integration of the radiotherapy service across the two hospital sites in due course.

Medical Structure

The team consists of 16 consultants as detailed below:

Colchester Hospital

Dr Eric Lee	Consultant Clinical Oncologist (Urology, UGI & AOS)
Dr C Ingle	Consultant Clinical Oncologist (Lung, Skin & AOS)
Dr V Loo	Consultant Clinical Oncologist (Head & Neck & Breast)
Dr S Loo	Consultant Clinical Oncologist (Upper GI, CUP, Germ Cell, Sarcoma, Gynaecology & AOS)
Dr M Mukesh	Consultant Clinical Oncologist (Breast & Skin)
Dr D Muthukumar	Consultant Clinical Oncologist (Urology, Lung & AOS)
Dr J Collins	Consultant Clinical Oncologist (Lower GI & CNS)
Vacancy	Consultant Clinical Oncologist (Lower GI, Gynae)

Ipswich Hospital

Vacancy (appointed to)	(Head & Neck, CNS, Skin, AOS)
Dr E Sherwin	Consultant Clinical Oncologist (Breast, colorectal & ovarian cancer)
Dr G Srinivasan	Locum Consultant Medical Oncologist (Lower GI SACT, HPB, sarcoma SACT)

Vacancy	Consultant Clinical/Medical Oncologist (Upper GI, CUP & AOS)
Dr R Venkitaraman	Consultant Clinical Oncologist & Trust Cancer Research Lead (Urology & Breast)
Vacancy (appointed to)	Consultant Clinical Oncologist (Lung, Urology & Gynaecology radiotherapy)
Dr S Skaria	Consultant Clinical Oncologist (Lung, Lymphoma & AOS)
Dr K Redshaw	Locum Medical Oncologist (Gynaecology, Melanoma, SACT & AOS Lead)

Multi-professional teams of Clinical Oncologists, Therapeutic Radiographers, Clinical Scientists, Clinical Engineering Technologists and Dosimetrists staff each department. In addition, nursing staff and Macmillan radiographers meet the holistic needs of patients

Main Duties and Responsibilities of the Post

The post holder will be responsible for patients with Upper Gastrointestinal Cancer, Cancer of the Unknown Primary and will contribute to the Acute Oncology Service.

Sample job plan included below.

CLINICAL

On call arrangements

1 in 8 Consultant rota On call is categorised as Category B Med Frequency. Out of hours cover is provided by the General Medical On Call team.

Board & Ward Rounds

Consultants support the daily board round and weekly MDT ward rounds.

Acute Oncology Service

There is an 8am-6pm Acute Oncology Service Monday to Friday, run by nurse specialists who are supported by an Oncologist every weekday.

Example timetable

It is envisaged that the post holder will work according to an agreed job plan, in order to maintain a service embracing all aspects of Oncology including solid tumour chemotherapy and technically advanced radiotherapy

A formal job plan will be agreed between the appointee and Clinical lead and Director on behalf of the Medical Director three months after the commencement date of their appointment.

The proposed Timetable is indicative of the work required but is not rigid and can be flexible depending on service needs and interests of the applicant. A job plan will be agreed with the appointed candidate ahead of commencing their post.

Indicative timetable:

10 PA's will be offered with the possible option of 1 more A minimum of 8.5 PA's will be for direct patient care and 1.5 PA's for SPA. Example template below.

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Board Round CUP MDT Chemotherapy clinic	Departmental education meeting MDT ward round Radiotherapy planning & M&M meeting Consultant meeting	AOS – 0.5PA Governance meeting	SABR MDT CUP clinic Chemotherapy prescribing	UGI Follow up Clinic
PM	UGI MDT Local and SMDT Admin	AOS – 0.5 PA SPA	UGI New patient clinic	Radiotherapy on treatment review	Radiotherapy Planning/Admin

The job plan will then be reviewed annually. It will cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. In addition, it will include personal objectives, details of their link to wider service objectives and details of the support required by the consultant to fulfil the job plan and the objectives.

Management

The Divisional Clinical Director is responsible for managing the Clinical Delivery Group, and its performance, and plays an important part in the strategic management of the hospital as a member of the Trust Senior Leadership team. All clinicians are encouraged to play an active role in the management of the hospital and services.

East Suffolk and North Essex Foundation Trust expects its entire professional staff to maintain a high level of competence, maintaining their time effectively and using expensive resources both responsibly and efficiently. Naturally, it is assumed that all staff will treat patients with both dignity and understanding, and that they will strive to work well together.

Medical members of staff are expected to contribute to the general management of the hospital, and to develop links with the community. They are also expected to work as members of the team with Resource Management accountability to the Divisional Clinical Director.

Continuing Professional Development

The Trust supports the requirements for continuing professional development (CPD) as laid down by the GMC and Royal College and is committed to providing time and financial support for these activities.

Research, Audit & Teaching

In conjunction with consultant colleagues he/she will organise and supervise the teaching of junior medical staff and students in the department.

Research, audit and teaching are vital for the growth of effective clinical care. The consultant will be expected to support and foster these non-clinical roles in conjunction with the incumbents and to take part in the teaching of medical undergraduates and postgraduates.

Administration

It is expected that all consultants will share the administrative duties associated with the running of an effective department, which will include defining policy and guiding, advising and co-operating with Practitioners in the Trust, General Practitioners and staff in the Community.

Office accommodation and secretarial support

A dedicated administration support team supports the Department. The successful candidate will have dedicated desk space, office computer and Secretarial support.

Revalidation

The Trust has the required arrangements in place to ensure that all Consultants have an annual appraisal with a trained appraiser and supports Consultants going through the revalidation process.

Mentoring

The Trust is keen to support newly appointed consultants with named mentors.

EDUCATION & TRAINING

The Trust is keen to develop our staff and there are excellent learning and education facilities at both Colchester and Ipswich Hospitals.

All Consultants are expected to contribute to our teaching programmes for Foundation, IMT, GP, Higher Specialty Training and the current programme is below. In addition, there are many opportunities to support the multi-professional teaching and development.

	Cross site	
Grade		
F1	Tuesdays	1200-1300
F2	Tuesdays	1300-1400
IMT	Fridays	1300-1400
Med SPR	Third Tuesday every month	
Grand Rounds	Wednesday	1230-1330
Journal Club	Thursday Lunchtime	
Surgery	Friday	0800-0900

The Trust has medical students attached from the University of Cambridge, University of East Anglia, Anglia Ruskin University and Queen Mary's School of Medicine. Departments organise local teaching and all Consultants are encouraged to participate.

We expect all Consultants and SAS doctors to become an Educational and Clinical Supervisor's. We offer a dedicated training and support package locally and with HEE East of England.

The appointee will be expected to participate in audit projects associated with the department. Medical audit sessions are held regularly every month and attendance is mandatory (it is expected that the consultants will attend 75% of them during the year).

The appointee will participate in clinical governance activities, risk management, clinical effectiveness and quality improvement program activities as requested by both the Trust and external organisations.

Research is encouraged with the support of the ESNEFT Research Team and Local Ethical Committee.

Study leave for all senior grade doctors (Consultant and SAS) to complete Continuing Professional Development is 30 days over a 3 year period. The Trust will fund activities up to a local ceiling which is currently £700 per annum, per consultant.

The post-holder will be required to keep himself/herself fully up-to-date with their relevant area of practice and to be able to demonstrate this to the satisfaction of the Trust.

General Conditions of Appointment

The Trust requires the successful candidate to have and maintain full registration with the General Medical Council, NHS Indemnity and private cover if appropriate. The appointee is advised to maintain membership of a Medical Defence Organisation for professional duties not included within the NHS Indemnity Scheme.

Consultants are required to have continuing responsibility for the care of patients in their charge and for the proper functioning of their departments. They are expected to undertake administrative duties that arise from these responsibilities. Specifically, Consultants will co-operate with the Divisional Clinical Directors to ensure timely and accurate production of discharge letters and summaries of patients admitted under their care. "Timely" will, as a minimum, be the meeting of standards agreed between the Trust and the Purchasers. Current standards are:- discharge letter will be given to the patient on discharge, with a copy to the GP on the same day; a summary will reach the GP within 10 working days of patient discharge.

The appointee will be accountable managerially to the Divisional Clinical Director and the Chief Executive, and professionally to the Chief Medical Officer of the Trust.

The post is covered by the Terms & Conditions of Service of ESNEFT, which primarily reflect the New Consultant contract. Terms and Conditions – Consultants (England) 2003. Consultants will normally be appointed on the bottom of the consultant salary scale except where they have recognised seniority at a consultant level.

The appointee may be required to undergo a medical examination prior to appointment and will be required to attend the Occupational Health Department within one month of commencement.

The 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, which for other purposes are "spent" under the provision of the Act, and in the event of employment any failure to disclose such convictions could result in dismissal, or disciplinary action by 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 applies.

In accordance with the Protection of Children Act 1999, Criminal Justice and Court Services Act 2000 and Care Standards Act 2000 (Part VII – Protection of Vulnerable Adults, the Trust has a legal duty to safeguard children and vulnerable adults in its care from the potential risk of associating with persons with previous convictions involving children and vulnerable adults. In order to carry out checks on those persons having access to children and vulnerable adults, the Trust will use the Criminal Records Bureau (CRB) disclosure service.

The Trust is a no smoking hospital and smoking is not permitted on any of the Trust's premises. All Trust staff are responsible for complying with Trust Infection Control policies and clinical guidelines.

GENERAL INFORMATION

Electronic Patient Records system

There is an established hospital information and support system (Lorenzo in Ipswich and Medway in Colchester). A project is underway to upgrade to a new electronic patient records system – it's the the biggest digitisation investment at ESNEFT for the next 10 years.

Quality

The Trust is committed to providing patient care of the highest quality and requires all staff to play an active role in achieving this.

Confidentiality

During the course of his/her duties, the post holder may have access to confidential information which must not be divulged to any unauthorised persons at any time, this includes compliance with the Trust's Policy on Data Protection.

Trust Policies

The post holder is required to comply with all the Trust's policies

Relocation Package

The Trust has designed its scheme to be as flexible as possible to enable employees to maximise their benefits. Further information can be obtained from the Human Resources Department.

Interview Expenses

All potential applicants are advised the Trust will only reimburse travel and hotel accommodation expenses in respect of the interview and one preliminary visit. In the case of candidates attending from outside of the United Kingdom, expenses will only be met from the port of entry.

Enquiries and Visits

Applicants or prospective applicants are encouraged to visit both the Ipswich and Colchester departments and to meet prospective ESNEFT colleagues. Arrangements for visiting or any enquiries can be made by contacting:

Ipswich Hospital

Dr Liz Sherwin
Consultant Oncologist and Clinical Lead
Email: liz.sherwin@esneft.nhs.uk

Colchester Hospital

Dr J Collins
Consultant Oncologist and Clinical Lead
Email: jennifer.collins@esneft.nhs.uk

PERSON SPECIFICATION

Requirements	ESSENTIAL	DESIRABLE
Qualifications	FRCR or European equivalent if Clinical Oncologist MRCP or equivalent if Medical Oncologist	
Professional Experience	Completion of an accredited training scheme. Should be registered in the Specialist Register for Oncology	Ability to develop and maintain a sub-specialty interest.
Communication	Ability to communicate effectively with all levels of staff, patients and relatives. Shows understanding when presented with difficult situations and can build strong effective relationships with patients, families, and colleagues. Ability to work as part of a multi-disciplinary team with appropriate inter-personal skills for effective team working. Ability to gain the trust and confidence of colleagues and patients. Excellent IT skills.	Evidence of presentations.
Audit and Clinical Governance	Interest in, and knowledge of, medical audit and understands the principles of evidence based audit. An understanding of the principles of Clinical Governance.	Evidence of audit participation.
Education	Interest in, and knowledge of, advances in medical education and training and ability to operate within a teaching/training culture. Shows ability to encourage on-going learning in both self and others.	Shows scientific approach to problem solving. Willingness to develop new approaches to teaching. Post Graduate qualification in medical education.
Management Ability	Commitment to effective departmental management and management of a multi-disciplinary group. Possesses sound business understanding.	Awareness of Service Development issues. Evidence of management and administration experience. Management training on an accredited course.
Research	Understanding and interest in research. Ability to appraise research critically Ability to supervise juniors undertaking research projects.	Evidence of recent research and development activity Publications in nationally and internationally recognised peer-reviewed

	Evidence of publications.	journals on subjects relevant to the specialty.
Leadership Skills	Ability to motivate and develop junior medical and other staff.	
Registration Other requirements	Full GMC with licence to practice. Educational/Clinical Supervisor (the necessary training will be provided for applicants that have not undertaken these roles previously)	