

Consultant in Clinical Genetics – OCMGMG02

Children's Health Ireland

Job Specification and Terms & Conditions

Job Title	Consultant in Clinical Genetics – OCMGMG02
Campaign Reference	52731
Closing Date	20 th September 2023 – 11.45pm
Hours	37 hours per week
Payscale	Public Only Consultant Contract 2023 (POCC23)
Location of Post	The post holder will be based at Children's Health Ireland at Crumlin. As the service grows and integrates with mainstream specialties and as the Health Regions mature opportunities will arise to deliver care at other geographical locations with agreement.
Context/ Background	<p>Children's Health Ireland (CHI), comprises of the three children's hospitals - CHI at Crumlin, Dublin 12, CHI at Temple Street Dublin 1, and CHI at Tallaght Dublin 24 - and the Paediatric Outpatients and Urgent Care Centre, CHI at Connolly Hospital, Dublin 15. It operates as a single service across these locations. It provides local paediatric services for the Greater Dublin Area and all national paediatric specialist services, some of which are on an all-island basis. CHI is leading on the clinical and operational transformation on how children's healthcare will be delivered to deliver better, safer and more sustainable healthcare in the future.</p> <p>CHI currently has a staff of 4,150 delivering care annually to 334,500 children, young people and their families through 39 clinical specialties and 442 in-patient & day care beds.</p> <p>The new children's hospital, which is due to open in 2025, will bring together the three children's hospitals into a world class building on a health campus shared with St James's Hospital. The new hospital is planned as the first 'Digital Hospital' in the system with the implementation of an Electronic Healthcare Record, as well as, other evidence-based standards, such as, 100% single rooms.</p>

CHI's Programme Office, **CHI Herberton** is located in Rialto, Dublin 8 adjacent to the new children's hospital, which is on the campus shared with St James's Hospital.

CHI at Crumlin hosts the Department of Clinical Genetics (DCG). This service was established in 1994 as a national service. The department provides a comprehensive clinical and laboratory service for families, adults and children, affected by or at risk of a genetic and or genomic condition for the whole of the Republic of Ireland. The service provides expert genetic and genomic care for the population of the Republic of Ireland. Currently it delivers clinics in Dublin and in Cork with a strategy to develop peripheral clinics in all Health Regions to improve equity of access to the service. The service is also beginning to integrate and embed into mainstream specialties using MDT meetings and clinics.

This is an exciting time in Ireland with the publication of the 'National Genetic and Genomics Strategy' in Ireland. This outlines the ambition of developing a sustainable patient and family centred genetics and genomics service that can be accessed equitably across the country and across the lifespan of patients; the Clinical Genetic Service supports this vision and is committed to help deliver it. The successful post holder would be key team member in helping the service deliver this ambitious plan.

The Department mission is to:

- Provide a high quality clinical and laboratory genetic service for families, adults and children, in Ireland affected by or at risk of a genetic condition.
- Be a national network hub providing multi-disciplinary clinics and state of the art laboratory genetic testing.
- Provide training and education in genetics and genomics for health professionals
- Have a strong research focus.
- Be a recognised Centre of Expertise for Genetic and Genomic disorders, with international partnerships in reference networks.

The service currently has 4.8 WTE consultants, 0.2 WTE locum consultant, 3 SPRs, 1 non-training registrar, 1 lead genetic counsellor and 10 WTE genetic counsellors. The booking and scheduling and administration teams support the clinical team. More recently, the

	<p>department has been successful in bidding for funding to recruit two Genomic Resource Associates to support the clinical teams.</p> <p><i>For further information about CHI, check out our recruitment website WWW.CHI.jobs</i></p>
<p>Reporting Arrangements</p>	<p>Head of Department, Clinical Genetics</p> <p>Clinical Director Group B</p>
<p>Key Working Relationships</p>	<p>KEY WORKING RELATIONSHIPS</p> <p>Post holder will liaise with colleagues within the Department of Clinical Genetics, Clinicians within Children’s Health Ireland and Consultants from other Organisations to deliver a comprehensive clinical Genetics and Genomics Service</p> <p>KEY RELATIONSHIPS:</p> <ul style="list-style-type: none"> • Head of Department; • Consultant Clinical Geneticist colleagues • Genetic Counsellor Colleagues • Genomic Resource Associates • Administration Teams • Genetics and Genomic Medicine Laboratory Manager • Genetics and Genomic Medicine Laboratory staff • Children’s Health Ireland (CHI) Clinicians • Clinicians from other healthcare organisations • Clinical Director for Directorate B and the senior and site leadership teams • CHI Chief Academic Officer including academic partners for genetics and genomics • CHI Chief Medical Officer • CHI Deputy Chief Executive • CHI Chief Executive.
<p>Scope of the Role</p>	<p>The Department of Clinical Genetics provides a comprehensive clinical and laboratory genetic service for the Republic of Ireland. The laboratory service was set up in 1995 and the clinical service in 1997; since that time over 120,000 genetic tests have been carried out in the laboratory, and over 50,000 patients have been seen by the clinical genetic service.</p> <p>The Department of Clinical Genetics needs to maintain, continuously improve and develop both clinical and laboratory services and be agile in its response to the rapidly changing landscape of Genetic and Genomic medicine and the resulting evolving roles of the clinical geneticist. There has been a year on year increase in referrals to the Department of Clinical Genetics. In parallel with these developments in Genomic medicine, there has been a corresponding increasing awareness of the importance of reducing the diagnostic journey time and improving access to rapid testing by integrating testing safely into mainstream specialties.</p> <p>The successful applicant will play a pivotal role in ensuring safe and equitable genomic care by both delivering care directly and supporting and developing departmental colleagues and other</p>

	<p>mainstream specialists. There will be an opportunity to develop or evolve a clinical interest that complements the department.</p>
<p>Purpose of the Role</p>	<p>To deliver a comprehensive, high quality genetic and genomic service to patients in an equitable, accessible manner.</p> <p>To develop or evolve an interest that complements the interests in the clinical department and continues the integration of genomic medicine into mainstream specialties.</p> <p>To contribute to, develop and lead on quality improvements to Department.</p> <p>To provide supervision and support for the Genetic Counselling team</p> <p>To provide clinical and educational support for the Clinical Genetics Specialist Registrars</p>
<p>Principal Duties and Responsibilities</p>	<p><u>Clinical</u></p> <ul style="list-style-type: none"> • To provide a regular and accessible program of genetic and genomic clinics for the Republic of Ireland covering all aspects of genetic cases. • To develop or evolve a genetic/genomic interest that complements the existing clinical team and subsequently provide MDT/other appropriate clinical care agreed with the Head of Department • To support the Non Consultant Hospital Doctors (NCHDs) and genetic counsellor staff in their management and genetic counselling of adult, paediatric and prenatal cases and their families referred to the genetic service • Provide genomic support to mainstream specialist clinics / MDTs as required by the department • To provide a first line of advice, investigation and management of urgent, pre-natal and ward referrals from hospitals across the country as part of the departmental consultant duty rota • To support genetic counsellor independent case management. • To participate in departmental clinical and management meetings. • To participate in quality improvement, clinical audit and promote excellent clinical governance. <p><u>Education</u></p> <ul style="list-style-type: none"> • To actively contribute to the educational and training needs of medical colleagues, genetic counsellors and clerical staff within the department. There are currently 3 Specialist Registrars and 1 non training registrar who rotate attachments. • To contribute to appropriate educational and training programmes for mainstream doctors at undergraduate and postgraduate levels. • To contribute to the educational work of the National Genetics and Genomics office to deliver the 'Accelerating Genetics and Genomics Strategy'. • Where appropriate, to participate in update meetings for other health care professionals in areas including paediatrics, obstetrics and gynaecology, adult, medical and surgical specialties and primary care. • To take personal responsibility for self-development and skill acquisition to maintain best practice, and involvement in clinical governance.

- Be responsible and be able to evidence engagement with Continuing Professional Development and comply with Professional Competence assurance frameworks
- To attend national and international educational meetings and conferences to ensure optimal practice in the developing specialty of clinical genetics.
- To be a recognised trainer and undertake educational responsibility for NCHDs within the department if required.

Research, Audit & Quality Improvement

- Support and time will be allocated for funded research that has received appropriate research governance and ethics approval
- To participate in regular audits and evaluations of the service, its development and future direction.
- To attend research meetings relevant to clinical duties and to ensure optimal practice and development of the clinical and associated laboratory service.
- Where appropriate, to engage in research and developmental work in support of clinical activities, or in collaboration with others.
- Where possible, to support the research activities of the Department of Clinical Genetics
- To support the work of the Department of Clinical Genetics by identification of patients suitable for recruitment and advice to other specialties who are also recruiting patients.
- To recruit into CHI supported research studies if appropriate.
- To engage with quality improvement methodology and contribute to the ongoing programmes of improvement within genetics/genomics.
- To support and be involved Colleagues involved in the European Reference Networks established in Ireland where appropriate

Management

- In liaison with CHI, the Directorate B, Head of Department, and the Training Lead to participate in the clinical supervision and management of junior medical staff, genetic counsellors, secretarial, clerical and administrative staff.
- To contribute to DCG governance and quality and departmental meetings
- Support and contribute to the management structure within the clinical genetics department and CHI, to continuously improve the services and achieve DCG ambition to be an outstanding service.
- With the appropriate database management and clerical staff, to contribute to the necessary data management activities necessary in providing a comprehensive clinical Genomics service.
- To contribute to the collection of appropriate data for audit and review of clinical activity in a timely manner. Participation in the preparation of documentation required by CHI and Directorate B as required
- Participation in annual reviews and appraisal by CHI
- Participation in and leadership of clinical governance activities.
- Participation in and leadership of quality Improvement activities

An example of sessional time is documented in the job plan attached. A whole-time equivalent genetic consultant is expected to offer 320-400 patient contacts per year with two additional genomic sessions including in the job plan – the genomics sessions will include

time for developing a genomic interest, integrating genomics into appropriate specialties, genomic MDTs/ specialist MDC, rapid exome work, variant analysis and other relevant activities.

Time is also allocated for additional professional activities (APA) to include as follows:

1.5 PA Core APA- to include the following activities - professional competence, performance review preparation, completion of mandatory training, teaching, audit / clinical governance, quality improvement, research and recruitment to national/international studies, attendance at regular team and departmental meetings, and non-patient related administration.

Additional APA time can be negotiated for the following:

0.25 recognised trainer of genetic trainees; support will be given to obtain recognition as a trainer

0.25-1.0 Research – if a successful applicant has a particular interest in research / and or a research topic and meets the criteria outlined above (funded and ethical approval obtained) further research sessional time may be negotiated (max 1 session)

Consultant Team

Professor Andrew Green - Professor of Medical Genetics (UCD), National Specialty Director

Professor Sally Ann Lynch - Clinical Professor UCD, ERN ITHACA coordinator

Dr Lisa Bradley - Lead for Cancer Genetics

Dr Janna Kenny - Prenatal and Neurogenetics lead

Dr Emma McCann - Head of Department and Interim National Clinical Director of the National Genetics and Genomics Office

Example Job Plan:

	Monday	Tuesday	Wednesday	Thursday	Friday
am	Prenatal MDT Cancer MDT General Genetic MDT	Special interest clinic/MDT Genomic Interest <i>(Alternate weeks)</i>	Clinical Diagnostic work APA	Clinical Diagnostic work Patient related admin following clinic	General Genetic clinic (likely peripheral)
pm	Dysmorphology MDT CNV MDT Education meeting Consultant meeting Departmental meeting	Specialist Interest clinic /MDT/MDC APA <i>(alternate weeks)</i>	General Genetics Clinic	Specialist Interest/ Research as agreed APA <i>(alternate weeks)</i>	Clinic admin and clinic diagnostic work

Additional Duties – the service currently operates a weekly duty consultant rota between the hours of 9-5 Monday to Friday and the duty consultant supports for the on-call team (registrar and genetic counsellor) and may also be required to be the first point of contact.

The job plan is subject to renegotiations and review annually as part of the Performance Review process.

Direct Care

Clinic	2.0
Urgent cases and ward rounds and referrals	1.0
Clinic preparation and dictation	2.0
Genomic work/MDTs	2.0
Clinical management meetings	1.0
Total	8.0

Additional Professional Activities

(administration, clinical governance, audit, Teaching, research and CPD, Quality Improvement)	1.5
<u>Recognised Trainer/non-clinical admin</u>	<u>0.5</u>
TOTAL	2.0

Facilities & Support

The post holder will have adequate office accommodation, IT facilities and secretarial support.

Should the post holder be a newly qualified consultant then a mentor will be appointed who has been a consultant for more than 5 years.

The above is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post, which may be assigned to them from time to time and to contribute to the development of the post while in office.

**Professionalism
at CHI**






“Professionalism” at CHI involves forming values and developing behaviours and attitudes which foster professional relationships, promote public trust and enhance patient safety.

Medicine is a profession in which a doctor’s knowledge, clinical skills and judgement are put in service for the benefit of human health. This purpose is realised through a partnership between patient and doctor, one based on mutual respect, individual responsibility and appropriate accountability.

Medical students and doctors should be committed to compassion, effective communication, integrity and honesty, working in partnership with the wider healthcare team/s, advocacy, ethical practice, altruism/selflessness, reflective practice that promotes continuous improvement, evidence based practice, cultural sensitivity and self-care, all culminating in improved child/patient centred service.

These commitments aspire to excellence, professional identity formation and leadership.

<p>Our Values</p>	<p>Our values reflect what we all believe will make the most positive difference to the care we offer and to the way we work with one another.</p> <p>By 'living our values' we will develop our organisation, our people, and continue to improve the quality of the patient experience in everything we do.</p> <p>The post holder will be expected to embody these values and enable them across the organisation</p> <div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <div style="text-align: center; margin-bottom: 20px;"> <p>Child-Centred</p>  </div> <div style="text-align: center; margin-bottom: 20px;"> <p>Compassionate</p>  </div> <div style="text-align: center;"> <p>Progressive</p>  </div> </div> <div style="width: 50%;"> <p>The children and families in our care are at the centre of everything we do. We are...</p> <ul style="list-style-type: none"> ○ Accountable for our patients' safety ○ Great team members ○ Passionate about our purpose <p>We care about our patients, their families and our colleagues. We are...</p> <ul style="list-style-type: none"> ○ Always kind ○ Aware of our impact ○ Leaders in care <p>We provide access to the latest knowledge, innovation and technology for the best patient outcomes. We are...</p> <ul style="list-style-type: none"> ○ Focused on developing our self and others ○ Always seeking to improve ○ Always looking for innovative solutions </div> </div>
<p>Skills, competencies and/or knowledge</p>	<p>Eligibility Criteria</p> <p>Professional Qualifications and Experience</p> <p>Mandatory:</p> <ul style="list-style-type: none"> a) Registration as a specialist in the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council in Ireland in the speciality of clinical genetics

	<p>“The successful interviewee must be registered as a specialist in the relevant specialty on the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council of Ireland, within 180 days of the day of interview and before taking up appointment. In exceptional circumstances proleptic appointments may be considered for candidates engaged in relevant training programmes.</p> <p>The Consultant must, at all times while continuing to hold office, continue to be registered with the Medical Council of Ireland. Documentary evidence of Medical Council Registration is required and must be produced annually to the Medical Administration Department within the Children’s Health Ireland.</p> <p>Should the successful candidate not be registered as a Specialist at that time, the post may be offered to the next suitable candidate. Should no suitable candidate exist, a further recruitment process may be initiated.</p> <p>Desirable Criteria:</p> <ul style="list-style-type: none"> • MD, PhD or Clinical fellowship in Clinical Genetics, national or international <p>Essential:</p> <p>Skills / Competencies / Knowledge:</p> <ul style="list-style-type: none"> • Significant experience in clinical practice of genetic and genomic care at both local and national levels • Experience of developing, applying and reviewing an evidence-based approach to decision making • Excellent inter-personal skills, including experience and familiarity with public, professional, media and political communications and stakeholder relations • Demonstrate commitment to fostering partnerships, multi-professional and multi-disciplinary relationships • Demonstrate a knowledge and undertaking of the current governance structures and anticipated changes with the establishment of the new children’s hospital • Demonstrate leadership and team management skills including the ability to work with multi-disciplinary team members • Experience of operating in complex and challenging environments • Knowledge of the Irish health sector, national health programmes and health reform agendas • Strong negotiation and influencing skills • Effective change management skills • Excellent communication skills, both verbal and written • Risk management skills • Ability to recognise and respect the expertise of others and the contribution of team members and harness good teamwork and open contributions to enable the achievement of programme aims
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	<ul style="list-style-type: none"> • Demonstrate evidence of effective planning and organising skills (including awareness of resource management) • Have excellent computer skills, competencies and knowledge of hospital data/information systems
<p>Health & Safety</p>	<p>These duties must be performed in accordance with the hospital health and safety policy. In carrying out these duties, the employee must ensure that effective safety procedures are in place to comply with the Health, Safety and Welfare at Work Act. Staff must carry out their duties in a safe and responsible manner in line with the Hospital Policy as set out in the appropriate department's safety statement, which must be read and understood.</p>
<p>Quality, Risk & Safety Responsibilities</p>	<p><i>It is the responsibility of all staff to:</i></p> <ul style="list-style-type: none"> • Participate and cooperate with legislative and regulatory requirements with regard to Quality, Risk and Safety. • Participate and cooperate with the Children's Health Ireland; Quality, Risk and Safety initiatives as required. • Participate and cooperate with internal and external evaluations of hospital structures, services and processes as required, including but not limited to: <ul style="list-style-type: none"> • National Standards for Safer Better Healthcare • National Standards for the Prevention and Control of Healthcare Associated Infections • HSE Standards and Recommended Practices for Healthcare Records Management • HSE Standards and Recommended practices for Decontamination of Reusable Invasive Medical Devices (RIMD) • Safety audits and other audits specified by the HSE or other regulatory authorities • To initiate, support and implement quality improvement initiatives in their area which are in keeping with the organisation's continuous quality improvement programme.
<p>Specific Responsibility for Best Practice in Hygiene</p>	<p>Hygiene in healthcare is defined as <i>"the practice that serves to keep people and the environment clean and prevent infection. It involves preserving one's health, preventing the spread of disease and recognizing, evaluating and controlling health hazards."</i></p> <ul style="list-style-type: none"> • It is the responsibility of all staff to ensure compliance with hospital hygiene standards, guidelines and practices. • It is mandatory to attend hand hygiene and sharps awareness workshops yearly
<p>Competition Specific Selection Process</p>	<p>The criteria for short listing are based on the requirements of the post as outlined in the eligibility criteria and/or the essential & desirable knowledge, skills and competencies section of this job specification.</p> <p><u>Failure to include information regarding these requirements may result in you not being called forward to the next stage of the selection process</u></p>

	<p>To apply for this position, please send a CV and letter of application.</p> <p>The closing date for submissions of CV's and letter of application is 11.45pm on 20th September 2023. Applications must be completed through the advertised post on CHI.jobs by clicking 'Apply for Job'.</p> <p>Applications will not be accepted through direct email or any other method.</p> <p>Informal Enquiries can be obtained from: Dr Emma McCann, Head of Department - emma.mccann@childrenshealthireland.ie</p> <p>Professor Sean Walsh, Clinical Director of Directorate B - clinicaldirector@childrenshealthireland.ie Dr Allan Goldman, Chief Medical Officer Children's Health Ireland - cmo@nchg.ie .</p> <p>For other queries relating to this recruitment process, please contact Cillian Gibbons – Cillian.gibbons@nchg.ie</p>
<p>Panel/s</p>	<p>A panel may be created from which permanent, fixed term and specified purpose vacancies of a full or part time duration may be filled across all Children's Health Ireland locations. The tenure of these panels will be indicated at offer stage.</p>
<p>Information on "Non-European Economic Area Applicants" is available from https://dbei.gov.ie/en/</p>	
<p>The reform programme outlined for the Health Services may impact on the executive remit of this post and as structures change the job description may be reviewed.</p> <p>This job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.</p> <p>Children's Health Ireland is an equal opportunities employer.</p>	