Job Description

CONSULTANT MICROBIOLOGIST

Vacancy Ref:

Closing Date:

May 2016
Dumfries and Galloway Royal Infirmary

CONSULTANT MICROBIOLOGIST

Dumfries and Galloway offers the very best of Scottish countryside, from rugged cliffs and sandy beaches to forests, hills and rolling plains. You are spoilt for choice in the range of activities on offer, with water sports, fishing, bird watching, golf, mountain-biking or cycling along the network of rural roads and much more. House prices are low, schools are good and you are within 2 hours of Edinburgh, Glasgow, Lake District and Newcastle.

OUTLINE OF THE POST

This post is a new post as Consultant Medical Microbiologist / Infection Control Doctor employed by NHS Dumfries & Galloway. The postholder will join a team consisting of two other Consultants based at Dumfries & Galloway Royal Infirmary, responsible for providing a Microbiology and Infection Control service.

The consultant job plan is flexible and open to negotiation on appointment. The job plan will be offered on a 10 PA contract which includes 1 PA for infection control duties (the balance between direct clinical care and supporting professional activities will be discussed and agreed between the Board and the successful applicant). The current on call commitment is a 1 in 7 rota in conjunction with neighbouring NHS Ayrshire and Arran. There is no regular on-site presence at weekends, although a local arrangement exists to cover infection control outbreaks or incidents, and attracts a 5% availability supplement.

Diagnostic Services: The appointee will be involved in the day-to-day running of the Medical Microbiology diagnostic laboratory service at a Consultant level, for consolidation and maintenance of existing services and for future development of the service. With other departmental Consultant staff, the appointee will be involved in routine supervision of diagnostic methods and will supervise and provide an integrated and adequately assured specimen examination, test selection, report authorisation and interpretative service for hospital and general practitioners of the type required to maintain laboratory accreditation and will supervise BMS staff in their routine laboratory work and the performance of the laboratory in external and internal quality control procedures.

The Consultant will support and promulgate safe working practices at all times. He/she will also participate in audit of laboratory usage in conjunction with other hospital departments and General Practitioners. As with other Consultants in NHS Dumfries & Galloway the appointee will be encouraged to have or to develop a specialist interest and expertise in a particular field of Microbiology if so desired, and to provide a repository of knowledge and advice in relation to diagnosis of difficult or unusual cases or introduction of clinical and laboratory protocols within that particular area. The appointee will also be expected to develop close and profitable working relationships within the Department and with other relevant clinical services and management structures.

The appointee will undertake necessary administrative duties associated with the post and take an appropriate share in the running of the service, its management and development and of the Department as a whole. It is expected that the appointee will, after negotiation with colleagues, develop a lead interest in either laboratory, clinical, antimicrobial or infection control areas.
Consultant staff are expected to contribute to:

- Departmental policy-making and strategic direction
- Written, operational policies and procedures
- Good internal and external quality assurance performance
- Maintenance of current external accreditation with UKAS or other equivalent bodies in the future
- Business and strategic planning for the service including assessment and introduction of new methods and technologies, staff development and succession arrangements and equipment replacement requirements.

**Clinical Services and Liaison:** The appointee will maintain and develop the current provision of advisory services and direct input into individual patient care (e.g. with the Infectious Diseases, haematology, orthopaedics and ICU departments) and foster new links with the Acute Sector, Public Health services, HPS and General Practice staff for introduction of new and proven methods of investigation and treatment of infectious disease. Liaison will be undertaken in a timely manner with clinicians, hospital staff, departmental colleagues, Infection Control staff, General Practitioners and Public Health structures concerning the diagnosis and management of patients and in control and prevention of infections. This may include provision of telephone advice and commitment to ward rounds, multidisciplinary team meetings and other clinical or audit meetings including Antimicrobial Management Team meetings as necessary. Good communication skills including email and video-conference abilities are essential to the role.

**Infection Control:** 10% of the contracted time will be formally devoted to IC duties as support to the infection control service and assistance to the Lead ICD.

Within this overall remit microbiologists will:

- Promote an organisational culture of Infection Control
- Advise on and support all aspects of infection control in NHS Dumfries & Galloway and on implementation of agreed policies. Such matters may include surveillance and control of hospital and community infection, sterilisation and decontamination methods, types of ventilation, operating theatres, isolation facilities, kitchens, laundries, housekeeping, waste disposal, pest control, and infection prevention and control aspects of nursing procedures
- In partnership with the Lead ICD and Infection Control Manager, provide clinical leadership to the Infection Control Team and prioritise resources to meet the organisational objectives of NHS Dumfries & Galloway relating to infection control
- Provide, with Microbiology Consultant colleagues, a 24-hour infection prevention and control advice service.

**Out of hours:** Participation in out of hours service is at a frequency of 1:7, Level 1 commitment. This is a renewing annual contract with NHS Ayrshire & Arran, and in the absence of this arrangement the default frequency would be 1:3.

**Job Planning:** The process of developing and agreeing an initial job plan (and annually thereafter) will be undertaken with the Deputy Medical Director. The post is full-time, incorporating 10 Programmed Activities (9 Direct Care + 1 Supporting activities). It is anticipated that Direct Care programmed activities will be appropriately divided between laboratory and associated duties in the Department of Medical Microbiology and Infection Control. Extra Programmed Activities for Direct Care duties may be negotiable depending on the requirements of the Service and at the discretion of the Deputy Medical Director and General Manager Acute &
Diagnostics Directorate. Detailed Job Planning construction will be undertaken within the mechanisms and operational guidance agreed between NHS Dumfries & Galloway and the BMA Local Negotiating Committee. Resolution of any disputes over Job Planning will take place locally in discussion with STL Microbiology and Clinical Director Diagnostics, and thereafter, as necessary, with the Associate Medical Director, utilizing existing mechanisms within the Acute Services Human Resources structure.

Outline job plan commitments (anticipated division of diagnostic laboratory and infection control elements, 8PA/1PA to be agreed following appointment, with 1PA for supporting professional activities):

An indicative job plan would be (note that this job plan will be subject to review on successful appointment):

<table>
<thead>
<tr>
<th>AM</th>
<th>PM</th>
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<tbody>
<tr>
<td><strong>Monday 0900 - 1700</strong></td>
<td>Diagnostic Microbiology / Clinical Liaison</td>
</tr>
<tr>
<td><strong>Tuesday 0900 - 1700</strong></td>
<td>Diagnostic Microbiology / Clinical Liaison</td>
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<tr>
<td><strong>Wednesday 0900 - 1700</strong></td>
<td>Supporting Professional Activities</td>
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<tr>
<td><strong>Thursday 0900 - 1700</strong></td>
<td>Diagnostic Microbiology / Clinical Liaison</td>
</tr>
<tr>
<td><strong>Friday 0900 - 1700</strong></td>
<td>Diagnostic Microbiology / Clinical Liaison</td>
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**Meetings:** There is systematic communication between laboratory staff and clinical staff (e.g. general practitioners, consultant microbiologists, hospital consultants, general users) to promote effective utilisation of laboratory services. This occurs via user groups, user surveys, web page information and interaction and meetings with key service users such as Infectious Disease consultants and Sexual Health doctors.

Consultant Microbiologist Meetings

- Microbiology Staff meetings (monthly)
- Microbiology Senior BMS-consultants meetings (weekly)
- Antimicrobial Management Team meetings (quarterly)
- Infectious Diseases and Microbiology meetings (weekly)
- Sexual Health meetings (quarterly)
- Scottish Microbiology Virology Network

**QUALIFICATIONS AND EXPERIENCE**

Candidates for the post must be registered medical practitioners and on the Specialist Register of the GMC or be eligible to be on the specialist register within 6 months of the date of the AAC. It is expected that the appointee will hold the MRCPath or show evidence of equivalent training and experience.

**THE LABORATORY DIVISION**

The Laboratory Services at Dumfries and Galloway Royal Infirmary, are an integral part of the clinical services provided by NHS Dumfries and Galloway to the entire population of the area.
These services are provided by the four laboratory disciplines, Microbiology (2.6 consultants including this post), Biochemistry (one consultant, two clinical scientists), Haematology (three consultants), and Pathology (four consultants), each headed by a Specialty Team Leader (STL). The laboratory disciplines are professionally distinct but have been managerially amalgamated into Cell Science and Blood Science Laboratories, which form a single managerial unit with defined managerial lines of accountability to the Board of NHS Dumfries and Galloway.

The laboratories aim to provide a high quality, comprehensive laboratory service to our colleagues and their patients in the hospital and local community for diagnosis, monitoring and management of disease.

The comprehensive analytical and advisory service covers all aspects of laboratory medicine and includes research, development and teaching projects.

The key positions in the above management structure are as follows:

Clinical Director for Diagnostics: Dr M Connor - Microbiology
Specialty Team Leader: Dr R Thomas – Haematology
   (Clinical and Blood Transfusion).
Specialty Team Leader: Dr M Connor - Microbiology
Specialty Team Leader: Dr S Mathe – Pathology
Specialty Team Leader: Dr K Heathcote – Blood Sciences
General Manager: Nicole Hamlet
Labs Service Manager: Mr M Burns

Accreditation: All four laboratories are regularly subject to External Quality Assessment and currently hold accredited status with UKAS. All consultants and senior clinical scientists participate in the Continuing Professional Development programme administered by the Royal College of Pathologists. The laboratory management supports and encourages all BMS staff to participate in the Institute of Biomedical Science Continuing Professional Development programme, and the laboratory is approved as a training laboratory by the IBMS. The Microbiology Department underwent and successfully completed UKAS (ISO15189:2012) accreditation in October 2014, and recently underwent a successful surveillance visit.

THE MICROBIOLOGY DEPARTMENT

The Microbiology Department is located within Dumfries & Galloway Royal Infirmary and is in close proximity to clinical areas of the hospital. The microbiology team also consists of a Lead Biomedical Scientist, twelve biomedical scientists at bands 6/7, ten support staff and two admin staff. There is no microbiology laboratory presence within Galloway Community Hospital, Stranraer. The department has full UKAS accreditation and participates in all relevant external quality assurance schemes. The department provides an extensive range of bacteriology, serology, molecular diagnostics and mycology services. Most of the referred work is molecular virology and is performed at the Specialist Virology Laboratory in Glasgow. An extensive review of service has been undertaken in the last two years with rationalisation of testing and improvements in the delivery of service. This work is ongoing. The department makes extensive use of automation in susceptibility testing, serology, Chlamydia/GC testing and blood cultures, and has a stable LIMS (Apex) system. The Cepheid PCR platform is available for rapid Norovirus, Influenza A/B, MRSA/MSSA blood cultures, TB, CPE and CDI investigations. A MALDI-TOF platform (Bruker) is currently being validated.
Advice on examinations and the interpretation of results is available to users 24 hours a day, every day of the year through the duty Microbiology Consultant.

Detailed Keele workload statistics are available for the year end June 2015. This does not include extensive environmental sampling undertaken in support of CSSD, Pharmacy and Infection Control.

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<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Total samples</td>
<td>123,693</td>
</tr>
<tr>
<td>Primary Care</td>
<td>62,517</td>
</tr>
<tr>
<td>Secondary Care</td>
<td>61,176</td>
</tr>
<tr>
<td>Serology samples</td>
<td>23,037</td>
</tr>
<tr>
<td>Microbiology samples</td>
<td>86,574</td>
</tr>
<tr>
<td>Molecular Diagnostics</td>
<td>9,569</td>
</tr>
<tr>
<td>Therapeutic Antibiotic Monitoring</td>
<td>4,513</td>
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On a daily basis, Consultants share duties of authorisation and interpretation of results and provision of telephone or email / video-conference advice. Out of hours cover is provided on a weekly rotation (1:7), in conjunction with microbiology colleagues from NHS Ayrshire & Arran. Ward clinical liaison visits are made daily to clinical areas including ICU. Weekly MDT rounds are held with Infectious Diseases (Wednesday), Orthopaedics (Thursday), Paediatrics (Thursday) and General Surgery (Friday) concerning clinical patient management, antimicrobial management and control of infection.

The laboratory is well equipped to carry out routine diagnostic work. IT and automated equipment installed includes the following key items:-

- Apex LIMS system for reporting results
- ICNet
- QPulse
- Fully integrated with Health Protection Scotland via ECOSS for reporting of significant isolates and Observa (Biomerieux) for epidemiological analysis of antibiotic resistance data.
- Abbott Architect
- Biomerieux Vidas
- Dynex DS2
- Cobas 480 PCR
- Cepheid PCR
- Vitek 2
- Sysmex UF100
- BacT-alert 3D
- MALDI-TOF (Bruker)
Current Key Staff:

<table>
<thead>
<tr>
<th>Position</th>
<th>Post-Holders</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consultant (STL /ICD)</td>
<td>Dr M Connor</td>
</tr>
<tr>
<td>Consultant / AMT Lead</td>
<td>Dr Linsey Batchelor</td>
</tr>
<tr>
<td>Consultant</td>
<td>This post</td>
</tr>
<tr>
<td>Lead BMS</td>
<td>Mrs Adele Foster</td>
</tr>
</tbody>
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INFECTION CONTROL

The Infection Prevention & Control Team (ICT) is responsible for the delivery of an infection control service to NHS Dumfries & Galloway. All consultant microbiologists will have one PA DCC for infection control duties, and will assist and support the Infection Control Doctor (ICD) in provision of an IC service. The ICD is the clinical lead for the ICT, who along with Infection Control Manager, will develop and implement a comprehensive and effective Infection Control Service within NHS Dumfries & Galloway. The post holder will contribute to policy development; implementation of standards; promotion of prudent antimicrobial prescribing; surveillance programmes; infection control in the built environment and the investigation and management outbreaks of infection within NHS Dumfries & Galloway. In addition the post holder will provide advice on the clinical management of patients with infection.

The ICT includes the ICD (0.3 wte), 2 consultant microbiologists (0.1 wte x 2), Infection Control Manager (wte), 3 wte Prevention & Control of Infection Nurses, 2 wte Audit & Surveillance Nurses, and 2.5 wte Administrative support staff. The management and governance structures of the ICT are:

Current Key Staff:

<table>
<thead>
<tr>
<th>Position</th>
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<tr>
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<td>This post</td>
</tr>
<tr>
<td>Consultant</td>
<td>Dr Linsey Batchelor</td>
</tr>
<tr>
<td>Infection Control Manager</td>
<td>Mrs Elaine Ross</td>
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</table>
NHS DUMFRIES & GALLOWAY

NHS Dumfries & Galloway became operational on 1st April 2003 when the two Trusts (Acute & Maternity and Primary Care) were dissolved and one NHS organisation was created, incorporating all NHS services along with the Health Board.

Structure

The NHS Board has its headquarters on the Crichton site in Dumfries. Comprising executive and non-executive Directors, its key responsibility is to ensure delivery and development of the local Health and Community Care Plan. You can see a copy of the HCCP on the NHS Dumfries and Galloway website on www.nhsdg.scot.nhs.uk

NHS D&G Corporate Aims

Our Purpose:
• To deliver excellent care that is safe, effective, efficient and reliable.
• To reduce health inequalities across Dumfries and Galloway.

Achieved by:
• Creating a momentum for improvement by engaging the enthusiasm of staff to achieve excellence.

Our Outcomes:
• Improved outcomes for patients.
• Improved working environment for staff leading to improved job satisfaction.
• Efficiencies to support continuous quality improvement and sustainability.

Staff

NHS Dumfries & Galloway employs over 4500 staff from a range of different clinical and non-clinical backgrounds, made up of the following broad groupings:

- Nursing/Midwifery 49.1%
- Administrative Services 17.9%
- Support Services 11.5%
- Medical & Dental 7.5%
- Emergency Services 0.4%
- Other Therapeutic 2.4%
- AHPs 6.8%
- Senior Management 0.5%
- Healthcare Sciences 2.7%
- Medical & Dental Support 1.1%
- Personal & Social Care 0.1%

Services

A wide range of services are provided from over 50 bases across the region. These services are provided via one of seven General Management Directorates – Operations, Acute, Diagnostics, Primary Care & Community Care – East, Primary Care and Community Care – West, Women’s & Children’s Services, and Mental Health. Most acute services are based at Dumfries and Galloway Royal Infirmary with a network of out-patient clinics held throughout the region and a range of acute services provided at the Galloway Community Hospital in Stranraer.
The map below highlights the main service bases throughout the region.

**Dumfries and Galloway Royal Infirmary**

A new build project to design, plan and finance a £200 million replacement hospital is nearing completion, with building work due to commence April 2015, and complete by April 2018.

The current Dumfries and Galloway Royal Infirmary contains 392 staffed beds (+ 11 cots), and includes the Departments of:

- Anaesthetics
- Cardiology
- Dermatology
- ENT Surgery
- General Medicine
- General Surgery
- Geriatric/Rehabilitation/Stroke Medicine
- Haematology
- Laboratory Services
- Neurology
- Obstetrics and Gynaecology
- Ophthalmology
- Oral and Maxillofacial Surgery
- Orthodontics
- Orthopaedic Surgery
- Paediatrics
- Palliative Care
- Radiology
- Renal Medicine
- Urology
The Education Centre

Dumfries and Galloway Royal Infirmary is the recognised Post-Graduate Medical Centre for south-west Scotland and has been refurbished. The Education Centre at DGRI provides:

- programme of weekly meetings, covering all specialties
- induction programme for junior doctors
- well-stocked library
- internet access
- superb audio-visual facilities
- 98-seat lecture theatre

DGRI Future Re-development

It is an exciting time in Dumfries and Galloway as a new District General Hospital is being built, due to open in 2018. Redesign of services at Dumfries & Galloway Royal Infirmary is currently underway. NHS D&G have been given the approval to start planning for a ‘new build’ hospital on a site on the western outskirts of the town. This new build will ensure NHS Dumfries & Galloway staff are able to continue to provide high quality clinical care to the population of Dumfries & Galloway in a modern environment. Full information on the DGRI Redevelopment Project can be found on the NHS Dumfries & Galloway website – www.nhsdg.scot.nhs.uk

Please click on the link below to experience a walk-through of our new state of the art hospital.
https://www.youtube.com/watch?v=42SePpuzzy4&feature=youtu.be

Galloway Community Hospital

The Galloway Hospital is located in Stranraer, 75 miles from Dumfries. It contains an Emergency Department, 50 beds (rehabilitation-24, GP acute-20, maternity-4, palliative care-2), a 4 station satellite renal unit and an operating theatre. Services also provided at this hospital include Accident and Emergency, Anaesthetics, Laboratory and Radiology.

Midpark Hospital

A new Mental Health facility opened in December 2011 on a site adjacent to the Crichton Campus. Facilities provided at the new site will include - a 15 Bed elderly ward; 14 bed dementia/organic illness ward; 6 bed IPCU; 17 Bed adult ward; Acute hub accommodation; 8 Bed rehab recovery; 8 Bed rehab long stay; and Rehab hub accommodation. These facilities are supported by further NHS facilities within a mile radius of the Crichton campus and have an average annual admission rate of over 700 and approximately 7,000 out-patient attendances per year. They provide a full range of psychiatric services for patients of all ages in the Dumfries & Galloway region. The Emergency Department is supported by a Psychiatric Liaison Nurse.

Cottage Hospitals

As well as the Galloway Community Hospital, there are a further eight Cottage Hospitals within Dumfries and Galloway: These are located in Annan, Lochmaben, Moffat, Langholm, Thornhill, Castle Douglas, Kirkcudbright, Newton Stewart and Stranraer.
DUMFRIES AND GALLOWAY REGION

The population of Dumfries and Galloway is 148,000, within a large geographical area of about 2,500 square miles. Dumfries and Galloway stretches from Langholm in the East to Stranraer in the West, and from Kirkconnel in the North down to the Solway Coast. There are a number of community hospitals in various towns throughout the region, and an intermediate unit – Galloway Community Hospital (with medical and maternity in-patient beds) in Stranraer.

Dumfries is a market town with a population of approx 40,000 and is situated in the eastern half of this delightful rural region. The River Nith runs through the town to the Solway coast and the city of Carlisle is approximately 45 minutes drive from Dumfries. Glasgow is within 1½ hours, Edinburgh and Newcastle within 2 hours, and Manchester and Liverpool within 2½ hours driving time from Dumfries.

Dumfries and Galloway offers the very best of Scottish countryside, from rugged cliffs and sandy beaches to forests, hills and rolling plains. You are spoilt for choice in the range of activities on offer, with watersports, fishing, birdwatching, golf, mountain-biking or cycling along the network of rural roads and much more. The Southern Upland Way runs for 212 miles from Portpatrick in the west to Cockburnspath in the eastern Scottish Borders, through some of Scotland’s wildest country.

There are many attractions, ranging from the University Town of Dumfries, Scotland’s National Book town Wigtown, Artists’ Town Kirkcudbright, Castle Douglas Food Town to the historic monuments, castles and abbeys, beautiful gardens, fascinating museums throughout the region. The local Council is committed to investing in education, with high achieving schools that earn top marks in HM Inspector of Education Reports. Children are encouraged to develop their talents and interests, with first-class opportunities in music, arts and sports. High quality sport and leisure facilities are available throughout the region. Property offers exceptionally good value, at very competitive prices.

ENQUIRY ARRANGEMENTS

For any further details please contact Dr Martin Connor, Clinical Director for Diagnostics (e-mail address – martinconnor@nhs.net) contact telephone number 01387 241561 or Dr Ken Donaldson, Deputy Medical Director (email address – kdonaldson@nhs.net) contact telephone number 01387 241861.

Arrangements to visit the department can be made through Alice Walker, Project Officer on 01387 244143 or email: Alice.walker2@nhs.net.
QUALIFICATIONS

All candidates will require to be on the GMC Specialist Register.

See Selection Criteria for further details.

TERMS AND CONDITIONS OF SERVICE

General

Subject to the Board’s Terms and Conditions of Service, the postholder is required to:

• observe the Board’s agreed policies and procedures, drawn up in consultation with the profession on clinical matters.

• follow the Standing Orders and Financial Instructions of the Board.

• comply with Health and Safety Policies, in particular in managing employees of the Board.

• follow the Board’s personnel policies and procedures.

• comply with all reporting requirements, systems and duties of action put in place by the Board to deliver research governance.

Conditions of Service

This appointment will be under the Terms and Conditions of the new Consultant Contract.

The post is non-resident, but temporary married or single accommodation can be made available.

The current salary for a whole-time Consultant is:-

£77,529 to £104,525 depending on seniority point
# SELECTION CRITERIA

*Appointment of -*

**CONSULTANT MICROBIOLOGIST**

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<th>Job Requirement</th>
<th>Essential</th>
<th>Desirable</th>
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| **Qualifications** | Hold a recognised medical degree  
Have fellowship of the RCPPath (or equivalent)  
Those trained in the UK should have evidence of higher specialist training leading to CCT in Medical Microbiology or eligibility for Specialist Registration (CESR) or be within 6 months of the anticipated award of a CCT/CESR(CP) at the time of interview for the post. | Membership of Royal College Physicians.  
Diploma Hospital Infection Control  
Diploma Tropical Medicine & Hygiene  |
| **Experience** | Wide general experience in all aspects of Medical Microbiology and Infection Control  
Able to liaise effectively with colleagues both locally and in other centres. | Experience in implementing and maintaining UKAS & CPA Laboratory Accreditation Standards.  
Experience in specialist areas of reporting required to complement and support the skills of the existing post holders  |
| **Personal attributes** | Honest, trustworthy, hard working, ability to get on with colleagues.  
Good communicator  
Develop self awareness  
Acting with integrity  
Evidence of CPD (continuous professional development) | Critical evaluation  |
| **Personal skills and attitude** | Good command of English language, (oral & written).  
Hold PLAB or equivalent (if appropriate)  
Good communicator  
Good presentation skills  
Ability to get on with and work with others as part of a team  
Ability to manage stressful situations  
Time management skills | Developing networks  
Ability to encourage contribution  
Ability to lead teams  
Ability to teach / train staff  |
| **knowledge/understanding** | Compatible with that expected of a practicing Consultant Microbiologist  
Demonstrable understanding & acceptance of the principles of Clinical Governance  
Awareness of new developments in the specialty with ability to critically assess the impact of these on the service.  
Clinical Audit | Evidence of participation and involvement in Clinical Research  
Computer confident  
Enthusiasm for service development  |
| **Management Ability** | Organisational awareness  
Ability to make decisions  
Apply knowledge and evidence  
Ability to improve services through change  
Ability to use email and IT systems | Evaluate impact  
Identifying context for change  
Encouraging improvement and innovation  
Experience of planning, managing resources and people. |
| **Other Requirements** | Must undergo annual consultant appraisal. Must register with the RCPath CPD scheme and commit to undertaking CPD to meet service needs Must hold or be capable of obtaining a UK work permit (if appropriate) Must be physically & mentally capable of undertaking the duties of the post Must be self-motivated Must have a flexible approach to working | • Hold a valid UK driving licence |

**Prepared by:** Dr Martin Connor  
**Date:** May 2016