



**Organization Profile and  
Job and Person Specification**

**Consultant General Physician s.i. Clinical Pharmacology and  
Therapeutics**

LOCUM CONSULTANT GENERAL PHYSICIAN, ST JAMES'S  
HOSPITAL

**Public Only Consultant Contract 2023(POCC23)  
St. James's Hospital-18.5 hours**

**Locum Appointment**



## ORGANIZATION PROFILE:



### About St James's Hospital

St James's Hospital is Ireland's largest acute academic teaching hospital and is based in Dublin's south inner city. The hospital is one of two Dublin-based state-owned large scale acute medical facilities constituted independently under Statute. The hospital has 678 acute beds and ~200 non acute beds on campus with an expanding number of offsite rehab options.

Our campus houses the Trinity College Dublin Health Sciences Centre, Trinity College Dublin Translational Medicine Institute, Wellcome Trust/HRB Clinical Research Centre, Irish Blood Transfusion Service (IBTS), St Luke's Radiation Oncology Centre, Centre for Advanced Medical Imaging, Emergency Medicine Department, National Medicines Information Centre, Johnathan Swift Clinic and St James's Private Clinic.

The new National Children's Hospital is co-located on the St James's Hospital Campus with further development planned for the relocation of the Coombe Women and Infants University Hospital to the campus to facilitate an optimal tri-location of acute adult, paediatric and maternity services.

### Acute Service Provision

As a large tertiary referral centre St James's Hospital has a wide range of clinical specialties, sub-specialties and national services in the acute adult hospital system in Ireland\*. There are over 50,000 presentations to the emergency department every year in addition to elective and urgent care though surgical (including cardiothoracic and vascular as well as general, plastics, burns and orthopaedics), interventional cardiology and endoscopy services. SJH is one of five 24/7 primary PCI centres nationally, and has a stroke unit and a dialysis unit. There is a 9 bed CCU, and 36 critical care beds with plans for further expansion. It has the premier Bone Marrow transplant unit in the country, is the National Coagulation Centre, and boasts a large medical oncology programme. It is a centre of excellence for the delivery of cancer care.

By international standards, St James's Hospital is a significant acute hospital service provider. We provide acute, emergency, specialist services and residential care, across an extensive range of medical and surgical specialties and place high emphasis on excellence in delivery, research, innovation and education.

### The development of an Academic Health Science Centre

The expertise of Trinity College Dublin as Ireland's leading university, and St James's Hospital as Ireland's largest acute academic teaching hospital, means that the two institutions are uniquely placed to drive integration of education, research, innovation and clinical service delivery in an Academic Health Science Centre model.

The defining feature of an AHSC is the commitment of pursuing a tripartite mission of:

1. Achieving high standards of clinical care
2. Leading clinical and laboratory research and
3. Educating doctors and other health professionals.



### Mercer's Institute for Successful Ageing

The Mercer's Institute for Successful Ageing (MISA) at St James's Hospital is a state-of-the-art-facility for integrated clinical services and a hub for world-leading research in ageing. The Institute promotes coordinated patient-centred care, coupled with far-reaching educational and training programmes. Responding to the need for innovation in the delivery of services for Ireland's ageing population, the institute:

- provides early diagnostic and rapid access care clinics, along with inpatient acute assessment, rehabilitation, and continuing care units
- delivers innovative research and develops technologies with industry partners to advance healthy life-years
- serve as a local resource to the surrounding community, while offering Ireland a national centre for successful ageing.

### The Wellcome HRB Clinical Research Facility (CRF)

The Wellcome HRB Clinical Research Facility (CRF) is fully embedded in St James's Hospital and is central to the clinical research activity taking place on campus. It contributes to an environment of top quality patient care as research active hospitals are associated with better patient outcomes<sup>1</sup>. The CRF is a partnership between Trinity College Dublin St James's Hospital and developed with funding from the [Wellcome Trust](#).

The facility supports and conducts a wide range of studies from observational studies to complex clinical trials. It provides Irish patients with early access to novel and life changing therapeutics for costly to treat rare conditions, supports early stage evaluation of point of care manufacture of cell therapies for the treatment of cancer and supports Medtech and Biotech start-up companies. Currently the CRF employs approximately 20 highly specialised staff.

**10,600 subjects have enrolled in studies and clinical trials with 23,800 subject visits have been facilitated in the CRF since 2013<sup>1</sup>.**

### Trinity St James's Cancer Institute (TSJCI)

Trinity College Dublin and St James's Hospital have united to form the Trinity St James's Cancer Institute (TSJCI) . SJH is a OECl accredited and designated cancer centre, and aspires to become Ireland's first fully Comprehensive Cancer Care Centre to benefit cancer patients and their families across the nation and internationally.

Becoming a Comprehensive Cancer Centre requires a specialist level and scale of clinical cancer care, education provision, research capabilities and infrastructure that are recognised at an international level.

Such a centre will integrate innovative and ground-breaking cancer science with patient-focused clinical care. The Trinity St James's Cancer Institute is uniquely and strongly placed to provide this level of cancer care for Ireland.

Today, The Trinity St James Cancer Institute is a centre of excellence for the delivery of cancer care and is recognised internationally as a leading research centre for cancer.

### Smart D8

St James's Hospital is supporting the vision for community development through its involvement in the Smart D8 initiative and the formation of the Dublin 8 Innovation Corridor. Launched in March Smart D8 is a collaborative initiative with the purpose of investigating how new and innovative approaches can be used to improve citizens' health and wellbeing in Dublin 8. The initiative has engaged with the community and has partnered with organisations such as the Guinness Enterprise Centre, Health Innovation Hub Ireland, Dublin City Council, the HSE and St James's Hospital to develop local solutions to local problems.

# ST JAMES'S TRINITY ACADEMIC HEALTH SCIENCE CAMPUS ANNUAL OVERVIEW\*



ED PRESENTATIONS

**55,375**



ED ADMISSIONS

**15,130**



OUTPATIENT  
APPOINTMENTS

**441,403**



INPATIENT/DAYCASE  
ADMISSIONS

**87,619**



STAFF

**5,430**



NET EXPENDITURE

**€586.4M**



INPATIENT BEDS

**1,033**

\*2023 data

## ACADEMIC PARTNERS

ST JAMES'S  
HOSPITAL



Trinity College Dublin  
Coláiste na Tríonóide, Baile Átha Cliath  
The University of Dublin

### WE ARE LEADERS...

#### NATIONAL

- TSJCI designated cancer center (Trinity St James's Cancer Institute)
- Mercer's Institute for Successful Ageing (MISA)
- National Burns Unit
- National Centre for Adult Bone Marrow Transplantation
- Early Mucosal Neoplasia
- National Coagulation Centre
- National Maxillofacial Unit
- TB reference laboratory
- MRSA reference laboratory
- Narcolepsy service
- Epidermolysis bullosa service
- Mohs surgery

#### SUPRA-REGIONAL

- Cardiology
- Medicine / Infectious Diseases
- Vascular surgery
- Immunology

#### IN FUTURE OUR CAMPUS WILL HOUSE

- New National Children's Hospital
- Coombe Hospital

#### REGIONAL AND LOCAL

- Cardiology
- Respiratory
- Endocrinology
- ENT – head and neck
- Genito Urinary Medicine
- Rheumatology
- Thoracic surgery
- Emergency Medicine
- Orthopaedics (trauma)
- Dermatology
- Neurology
- Nephrology
- General medicine
- General surgery
- Urology
- Ophthalmology
- Psychiatry

#### OUR 60-ACRE CAMPUS HOUSES

- Trinity College Dublin Health Sciences Centre
- Trinity College Dublin Translational Medicine Institute
- Wellcome Trust /HRB Clinical Research Centre
- Irish Blood Transfusion Service (IBTS)
- St Luke's Radiation Oncology Centre
- Centre for Advanced Medical Imaging
- Emergency Medicine
- National Medicines Information Centre
- Jonathan Swift Clinic
- St James's Private Clinic

## DIRECTORATE AND DEPARTMENTAL PROFILE

### **The Medicine and Emergency Directorate (MED Directorate)**

The Medicine and Emergency Directorate includes a large number of departments within the hospital, including; the Emergency Department, the department of Acute Medicine ( including General Medicine), Respiratory Medicine, Cardiology, Gastroenterology, Hepatology, Clinical Pharmacology, Rheumatology, Nephrology, Endocrinology, Neurology, Immunology, Ophthalmology Infectious diseases and GU Medicine. The Medical Directorate spans acute inpatient activity, emergency admissions, inpatient daycase and ambulatory care including outpatients . Departments within Med work in a synchronised fashion with other clinical directorates within the hospital, Medicine for the Elderly (Med El), Surgical Anaesthesia and Critical Care ( SACC) directorate, Diagnostic Imaging Directorate (DID) , HOPE (Haematology, Oncology and Psychological medicine) directorate and Lab Med. Med is involved in the development of integrated care , through Modernized Care Pathways and ECC, enhanced community care and recent years have seen the evolution of more community outreach care provision in order to provide the right care to patients at the right time, and as close to home as possible.

### **Pharmacology & Therapeutics**

The Department of Pharmacology & Therapeutics contributes to the general internal medicine service at St James's Hospital. This includes participation in the general medicine acute on-call service, currently a 1:9 rota. The Department also delivers two medical outpatient clinics per week including a general medicine/hypertension clinic and a cardiovascular clinic with a focus on the treatment of hyperlipidaemia. A consultation service on matters pertaining to the discipline of clinical pharmacology and/or hypertension is also provided to other clinical teams at St James's Hospital.

### **Details of the Position**

The post will be based in the Department of Pharmacology & Therapeutics, Trinity Centre for Health Sciences on the St. James's Hospital campus. The clinical duties are aligned to the General Medicine Directorate and include acute general internal medicine on-call work and medical outpatient services.

## JOB SPECIFICATIONS



### KEY DUTIES AND RESPONSIBILITIES

#### Clinical

- To participate in the development of, and undertake, all duties and functions pertinent to the Consultant's area of competence, as set out within the Clinical Directorate Service Plan and in line with policies as specified by the Employer.
- To be responsible for the care and treatment and review of all patients under his/her charge and to maintain clinical autonomy relating to the management and care of individual patients.
- To collaborate and work closely with the patient, his/her family, the multidisciplinary team, managerial/administrative staff and external agencies to facilitate discharge planning, continuity of care and specific care requirements
- To provide, as appropriate, consultation in the Consultant's area of designated expertise in respect of patients of other Consultants at their request.
- To participate in the general medicine on-call rota as part of the Clinical Pharmacology team and to attend the medical outpatients clinic once weekly.
- To alternate with the other consultants in the department and to act for them as required during short-term absences, including weekend and off-duty leave.
- To facilitate co-ordination, co-operation and liaison across health care settings, strengthen the interface between different locations of care and develop the concept of collaborative care planning in conjunction with other professionals.
- Together with colleagues who have similar appointments in General Medicine, initiate a leadership role in shaping hospital policy with regard to the management and treatment of patients, best practice and accreditation.
- To supervise and be responsible for diagnosis, treatment and care provided by non-Consultant Hospital Doctors (NCHDs) treating patients under the Consultant's care
- To support the implementation of standards which provide safe quality care, timely diagnosis and focused treatment in line with prescribed treatment protocols and international best practice.

#### Audit

- Plan, develop and maintain responsibility for clinical audit programmes in conjunction with consultant colleagues and in accordance with the Hospital's clinical governance structure.
- To facilitate production of all data/information required for same in accordance with regulatory, statutory and corporate policies and procedures.

#### Teaching and Research

- To participate in teaching, including undergraduate and postgraduate teaching and conference commitments of the department and the Hospital for medical, nursing and other staff.
- Maintain a programme of continuing medical education applicable to the responsibilities of the post.
- Develop and collaborate clinical, laboratory or other research as appropriate to the specialty on a local, regional and national basis.

#### Management & Administration

- To work within the framework of the hospital's service plan and/or levels of service (volume, types etc.) as determined by St James's Hospital. Service planning for individual clinical services will be progressed through the Clinical Directorate structure.
- To participate in the development and operation of the Clinical Directorate structure and in such management or representative structures as are in place or being developed.

- To participate in and facilitate production of all data/information required to validate delivery of duties and functions and inform planning and management of service delivery.
- To collaborate with Hospital Management, Directors of Nursing, Medical and Surgical Staff of the hospital in all matters pertaining to the general efficiency of the hospital.

**The above Job Description 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 him/her from time to time and to contribute to the development of the post while in office. This document must be regarded as an outline of the major areas of accountability at the present time, which will be reviewed and assessed on an on-going basis.**



#### **SKILLS AND KNOWLEDGE**

- To demonstrate the ability to provide a level of clinical care required by this post according to the standards and requirements set by statutory and regulatory bodies, e.g. RCSI, RCPI, Medical Council, etc.
- To illustrate a high level of verbal and non-verbal skills in order to effectively communicate with and relate to patients and / or parents / family, colleagues, hospital staff and management.
- To demonstrate a satisfactory level of proficiency so as to enable the appointee to manage his/her staff and service and to be able to interact with and participate in hospital management structures as required. Furthermore, the appointee should demonstrate the ability to lead, supervise and be responsible for the clinical work of his / her multi-professional team.
- Provide evidence of knowledge and understanding of the structure and governance of SJH and similar organisations.
- To demonstrate skills required for educational training to medical students and healthcare professionals.
- To demonstrate a proven ability and track record of engagement in research relating to the specialty.
- To demonstrate a proven record of undertaking C.M.E. and C.P.D.
- Provide evidence of undertaking and initiating audit and quality projects.

- Strong personal emphasis on achieving high standards of excellence and willingness to take personal responsibility to initiate activities and drive objectives through to a conclusion.
- Ability to rapidly assimilate and analyse complex information, make timely decisions and take ownership of those decisions and their implications.
- Comply with Freedom of Information and Data Protection legislation.
- Comply with the Ethics in Public Office and the Controls Assurance Statement process as required.



**REPORTING TO:**

Reports and is accountable to the relevant Executive Medical Director, Clinical Director for Medicine and Departmental Clinical Lead.



**INFORMAL QUERIES TO :**

Dr. Cormac Kennedy, Consultant General Physician si Pharmacology and Therapeutics. Email:  
[CoKennedy@stjames.ie](mailto:CoKennedy@stjames.ie)

## PERSON SPECIFICATION



### QUALIFICATIONS

Registration as a Specialist in the Specialist Division of the Registrar of Medical Practitioners maintained by the Medical Council in Ireland in the Specialty of General (Internal) medicine, eligibility for same or eligibility to practice as Specialist in General (Internal) Medicine under the supervision of another consultant while 'acting up' prior to applying for Specialist recognition by the Medical Council of Ireland.

Additional sub specialty training in Clinical Pharmacology and Therapeutics is desirable

#### **Desirable:**

- Experience at consultant level
- First author of high quality publications in a peer-reviewed journal
- PHD/MD in relevant discipline

#### **Taking up Appointment**

The successful candidate will be required to take up as soon as they are available.



## PARTICULARS OF OFFICE

<b>Tenure</b>	half-time, temporary, and Pensionable
<b>Annual Salary:</b>	Public Only Consultant Contract 2023 (POCC23) €226,681.00- €272,290.00 per annum pro rata (in line with Consolidated Salary Scales)
<b>Probationary Period:?</b>	<p>Locum appointment for a period of 6 months.</p> <p>A Consultant who currently holds a permanent Consultant appointment in the Irish public health service will not be required to complete a probationary period should (s)he have done so already.</p> <p>A Consultant will not be required to complete the probationary period where (s)he has for a period of not less than 12 months acted in the post pending its filling on a permanent basis.</p>
<b>Pension Scheme:</b>	The candidate will be entered into one of the Hospital Superannuation Schemes dependant on your previous HSE service.
<b>Working Hours:</b>	The Consultant is contracted to undertake such duties / provide such services as are set out in this Contract in the manner specified for 18.5 hours per week. To support the Employer in the delivery of extended consultant-provided services the Employee's core weekly working hours will be scheduled to occur between 8.00 am and 10.00 pm on rostered Mondays to Fridays and between 8.00 am and 6.00 pm on rostered Saturdays.
<b>Annual, Conference, Course leave:</b>	<p>All leave or planned absences, other than those described in Clause 19.3 'Sick Leave', Terms and Conditions of Consultant Contract must have prior approval from the Clinical Director / Employer.</p> <p>The Consultant's annual leave entitlement is 30 working days per annum and as determined by the Organisation of Working Time Act 1997.</p>
<b>Sick leave:</b>	The Consultant may be paid under the Sick Pay Scheme for absences due to illness or injury. Granting of sick pay is subject to a requirement to comply with the Employer's sick leave policy.
<b>Private Practice</b>	You may not engage in private practice on-site in accordance with the Contract Type. Please refer to the Public Only Consultant Contract 2023 for further details.
<b>Clinical Indemnity Scheme</b>	This post is indemnified by the Clinical Indemnity Scheme. Please refer to the Public Only Consultant Contract 2023 for further details.
<b>Disciplinary &amp; Grievance Procedures</b>	Please refer to the Public Only Consultant Contract 2023 for further details.



## APPLICATION PROCESS

St. James's Hospital is an equal opportunities employer and is committed to employment policies, procedures and practices which do not discriminate on grounds such as gender, civil status, family status, age, disability, race, religious belief, sexual orientation or membership of the travelling community. On that basis we encourage and welcome talented people from all backgrounds to join our staff community

In order to apply for this post, the candidate must create an account on our electronic recruitment system and complete their profile. The candidate will then attach your cover letter with Curriculum Vitae (combined into one document if possible).

Further information on the recruitment process should be directed towards:

**Mr. James Hennessy**

Deputy Head of Medical Workforce Unit  
St. James's Hospital  
Dublin 8  
Phone: 01-4284764

Candidates will be required to attend in person before an interview board established by the St James's Hospital Board. The Hospital Board will not be responsible for any expenses a candidate may incur in attendance for interview.

Declaration: Please review your cover letter and curriculum vitae carefully and check for any errors or omissions. False declaration or omission in support of your application will disqualify you from appointment.



## CLOSING DATE

**13/04/2025**



## SHORTLISTING

Shortlisting will be carried out on the basis of information supplied on your curriculum vitae. The criteria for shortlisting are based on the requirements of the post as outlined in the Person Specification. Failure to include information regarding these requirements on your CV may result in you not being called forward to the next stage of the recruitment process.

Please note that you will be contacted mainly by mobile phone and/or email. It is important that your mobile phone number and email address are correct. It is your responsibility to ensure that you have access to your mobile voice mails and emails. We recommend that you use an email address that you have regular access to.

Please note that in some instances a large number of applications may be received, and while you may meet the eligibility requirements of the competition, the appointments advisory committee may decide to employ shortlisting to reduce the numbers being invited to interview. An expert committee will examine the application forms against pre-determined criteria based on the requirements of the position. This is not to suggest that other candidates are necessarily unsuitable or incapable of undertaking the job, rather that there are some candidates who, based on their application, appear to be better qualified and/or have more relevant experience. It is therefore in your own interest to provide a detailed and accurate account of your qualifications and experience on the application form. Canvassing is not permitted and will automatically mean disqualification.



## ADDITIONAL INFORMATION

### Confidentiality:

During the course of employment staff may have access to, or hear information concerning the medical or personal affairs of patients, students, staff and / or other health service business. Such records and information are strictly confidential and unless acting on the instruction of an authorised officer, such information must not be divulged or discussed except in the performance of normal duty. In addition records must never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody when no longer required.

### Hygiene:

During the course of employment staff are required to ensure that the hospital's hygiene and infection control policies are adhered to at all times. All employees have responsibility to prevent transmission of infection by adhering to and implementing optimal hand hygiene and adhering to the Hospital's Hygiene processes. Hygiene is a fundamental component of St. James's Hospital quality system to ensure the safety and well-being of its patients and staff and plays a role in the prevention and control of healthcare associated infection.

### Policies / Legislation:

All Hospital policies and procedures form an integral part an employment contract and may be subject to update and revision, from time to time, in consultation with union representatives as appropriate. Employees are required to comply with all hospital policies, procedures (e.g. Dignity at Work, Trust in Care, Computer Usage Policy) and the Hospital's ethical codes of practice.

Employees are required to abide by the hospital's code of behaviour and the code of practice as defined by their relevant professional body.

### Age

Age restriction shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation (Miscellaneous Provisions) Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age on the first day of the month in which the latest date for receiving completed application forms for the office occurs.

Please note the following:

- The Hospital Board is not responsible for loss or theft of personal belongings
- Fire orders must be observed and staff must attend the fire lectures periodically
- All accidents within the department must be reported immediately via Adverse Incident Reports (AIR's).
- All staff are advised to avail of Hepatitis B Vaccination with Occupational health
- St. James's Hospital Hospital buildings and campus are smoke-free.



## USEFUL LINKS

St. James's Hospital	<a href="http://www.stjames.ie">www.stjames.ie</a>
Health Service Executive	<a href="http://www.hse.ie">www.hse.ie</a>
Trinity College, Dublin	<a href="http://www.tcd.ie">www.tcd.ie</a>
National Doctors Training Programme (Consultant Division)	<a href="https://www.hse.ie/eng/staff/leadership-education-development/met/">https://www.hse.ie/eng/staff/leadership-education-development/met/</a>
Strategic Vision (St. James's Hospital)	<a href="#">Strategic Programme 2021 – 2025   St James's Hospital</a>

