



Job Title:	Senior Clinician
Department:	Medical Oncology
Reporting to:	Clinical Director

About AURA Veterinary

AURA Veterinary is a world-renowned centre for excellence in oncology, soft tissue surgery, internal medicine and interventional radiology based in Guildford. Our focus is on delivering the best possible outcomes for the dogs and cats who are referred to us for treatment. We offer secondary and tertiary-level clinical expertise and exceptional animal care, rooted in a commitment to uphold the highest standards in veterinary science. The facilities at AURA are state-of-the-art and include four operating theatres, 160 slice CT scanner, with Injector pump, C-arm fluoroscopy unit, Cell-salvage autotransfusion unit, intra-operative imaging with Near-InfraRed Fluorescence (NIRF), Interventional Radiology suite, minimally invasive surgical equipment, cystoscopy/endoscopy/bronchoscopy, 2 chemotherapy rooms plus hood room, contrast-enhanced ultrasonography (CEUS), digital radiography and full in-house laboratory.

Job Description

Candidates will be required to be full-time (1.0 FTE) which equates to 4 days per working week. Reporting to the Clinical Director, you will work as part of the Medical Oncology Specialty team and within the wider team by sharing your Oncology knowledge, skills and ideas to help develop the service and the Hospital.

We would like this Medical Oncologist to play a key leadership role in the organisation, and a priority will be to start, and be Program Director, of a Medical Oncology Residency at AURA Veterinary (ECVIM (Oncology) or ACVIM (Oncology)). You will be pivotal in the delivery of high standards of clinical care, client satisfaction and team harmony. You would be joining two other medical oncologists within a team of Specialists (ACVS (Fellow, Surg Onc)/ECVS/ACVIM (Onc)/ECVIM(Onc, Int Med)/ECVDI), Residents, Oncology Interns, Surgical Interns, Nurses and Veterinary Care Assistants.

It is essential that the post holder is driven, motivated, organised and flexible in their approach to their working pattern in order to facilitate the completion of the clinical workflow as part of a dynamic responsive clinical team.

The post holder will also need to be able to mentor and supervise other clinical team members and where necessary use their own expertise and experience to support, educate and guide them in order to provide an exceptional level of care to our patients.

Leadership and Management:

- Receive, manage and care for Oncology patients; including complex oncology cases
- Communicate with the wider team on patient care information and treatments
- Maintain concise, clear patient records

- To ensure the smooth running of an effective medical oncology service to meet the four outcomes - clinical care, client satisfaction, financial resolution and team harmony.
- Be the Program Director for a Medical Oncology Residency programme. This could be ECVIM (approved) or ACVIM depending on qualifications and candidate preference. AURA would support both options. The candidate will submit necessary paperwork to the appropriate College, help interview suitable candidates, be the primary overseer of the residency training including their research project, and be the liaison between the College and AURA.
- To introduce and develop other medical oncology services and programmes at the hospital with the support of senior clinicians and the Management Team
- Develop the medical oncology service through building strong relationships with existing and potential referring practices and participation in other promotional activities.
- To work with the wider practice team to contribute your skills, efforts and personal strengths to help ensure a harmonious team ethos at all times.
- To represent and promote the practice, its aims and values.
- Active participation in weekly multi- disciplinary senior clinician case discussion meetings
- Maintain professional standards in accordance with the Royal College of Veterinary Surgeons (RCVS) guidelines
- Completion of CPD requirements in accordance with current recommendations of the RCVS and the advice of the Owner/Directors, dependent upon personal and practice needs.
- Assist in the reporting of clinical errors in order to promote a culture of transparency and assist with hospital improvements
- Assist with the induction/orientation of all staff to the hospital
- Support marketing initiatives and promote our services both within and outside the practice
- Welcome and provide support for visiting veterinary surgeons, students and work experience personnel
- Participate in the hospital wide senior clinician on call rota, including weekends and bank holidays.
- Do nothing which might prejudice the good name of the practice in the eyes of the public or the veterinary profession
- Excellent interpersonal skills and a positive friendly attitude are essential for effective teamwork within the practice, together with the ability to make decisions and communicate clearly and effectively with colleagues at all levels.
- Publishing prospective and retrospective studies and review papers.

Evaluation and Monitoring of the Medical oncology service:

- To take an active part in the continual evaluation of the service within the practice.
- To maintain and improve efficiency and clinical quality and monitor standards using data, audits and reports.
- Discuss and resolve service delivery issues at the earliest opportunity and escalate risks appropriately and when necessary.

Health & Safety:

- Be aware of, and conversant with, the Health and Safety At Work Act (1974) and comply with the regulations set down to ensure safety to patients, staff and visitors
- Ensure a robust Infection Prevention and Control policy is in place and adhered to by all staff and visitors.
- Assist with the implementation Health and Safety/Infection control audits, producing rectification plans as needed.
- Ensure all incidents and untoward occurrences are recorded according to Hospital Policy.

Be aware of, and conversant with, the Hospital Fire Policy and be fully aware of the position of fire alarms, emergency equipment and exits.

Confidentiality and Disclosure of Information

During the course of your work, you will come into possession of confidential information concerning patients, their families, AURA Veterinary and its staff. This information should be treated confidentially and in accordance with General Data Protection Regulations (GDPR) 2016.

Data/Security

The post holder is responsible for ensuring he/she maintains the integrity and quality of both computerised and manual data.

Equality, Diversity and Inclusion

At AURA, we believe in the power of diversity and inclusion to drive innovation and excellence. We are committed to building a workforce that embraces the world we live in. We provide equal opportunities for all applicants and employees, ensuring fair and unbiased recruitment processes and encouraging an inclusive work environment.

We expect the post holder, and every one of our people, to take personal responsibility for observing, upholding, promoting and applying the Equality, Diversity and Inclusion policy.

This job description is intended as a basic guide to the scope of the duties and responsibilities. It will be subject to regular review and amendment as necessary.

Post Holder Signature:

Name:

Date:

Line Manager Signature:

Name:

Date:

Personal Specification

The skills, abilities, experience and knowledge outlined below provide a summary of what is required to carry out this job effectively. They also form part of the selection criteria, which will contribute to any future appointment. Please ensure that you show how you meet the criteria outlined below in your application.

Requirement	Essential	Desirable	Assessment
Qualifications & Experience	<ul style="list-style-type: none"> • Residency trained/Board eligible clinicians • Proven track record of leading, managing, developing and motivating teams. • Experience of training medical oncology residents and interns and providing continuous education • Familiar with working in a busy clinical service, including receiving and managing complex oncologic cases 	<ul style="list-style-type: none"> • ACVIM or ECVIM Boarded oncologist • Experience of working closely with surgical and interventional oncologists 	<ul style="list-style-type: none"> • Application and interview
Knowledge	<ul style="list-style-type: none"> • Awareness of the operational aspects of a busy clinical environment. 		<ul style="list-style-type: none"> • Application and interview
Personal Skills	<ul style="list-style-type: none"> • Ability to set direction • Effective leadership • Ability to support, facilitate and contribute to a team • Excellent interpersonal and verbal communication skills • Ability to work on own initiative • Good organisational and time management skills • Ability to work under pressure • Excellent communication skills, written and report writing 	<ul style="list-style-type: none"> • Computer literate with good knowledge of MS Word, Outlook and Excel 	<ul style="list-style-type: none"> • Application and interview

	<ul style="list-style-type: none"> • High standards of customer care 		
Clinical Skills	<ul style="list-style-type: none"> • These will be as appropriate for a Boarded Oncologist. AURA prides itself on being reactive to referring veterinary surgeons' needs and seeing patients in all services in a timely and prompt manner. All clinicians should be comfortable seeing a wide range of cases within their discipline at short notice as the schedule dictates, and occasionally as emergencies. 		
Personal Characteristics	<ul style="list-style-type: none"> • Enthusiastic and motivated • Positive attitude • Compassionate and caring • Flexibility • Receptive to change • Ability to motivate others • Confident 		<ul style="list-style-type: none"> • Interview
Other	<ul style="list-style-type: none"> • Right to Work in the UK • Excellent written and spoken English • Able to work weekends and on calls as required • Have access to transport to commute to the practice 		<ul style="list-style-type: none"> • Interview