

# How to get a consultant job

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# Consultants in the UK

- Usually now appointed in early to mid 30s
- Still usually for life
- 30 + years in the post
- Important decision for both the department and the individual
- Both are equally worried...

# Stages of application

- Casual enquiry
- Post advertised
- Informal visit
- Application
- Short listing
- Formal visit
- Interview
- Post interview
- Starting work



# Casual inquiry

- Find out about a job before it is advertised
- Show your interest at this stage
- If you really want to work there tailor your training to suit
- Always do well in your SpR rotations – you may want to go back

# Post advertised

- Keep an eye out for a job you are interested in
- They may agree to contact you direct
- Check out 'NHS jobs' as well as 'BMJ online'
- No need to look anywhere else

# Informal visit

- Vitally important
- The interview has already started – even before you know whether you are interested!
- Be nice to everyone in sight – not just the radiologists
- Tell everyone what a great department it is – even if you hate it

# Application

*‘Remember.....*

*Your CV gets you interviewed.*

*Your personality gets you the job.’*

# The application form

- If it is used it is more important than your glossy CV
- It shows you have put effort into this particular job application
- It tests your written skills – someone else might have written your CV
- It gives some insight into your character

# The CV

*‘A CV is just a snapshot of your development at that moment. It tells little about your character and future potential.’*

# The CV

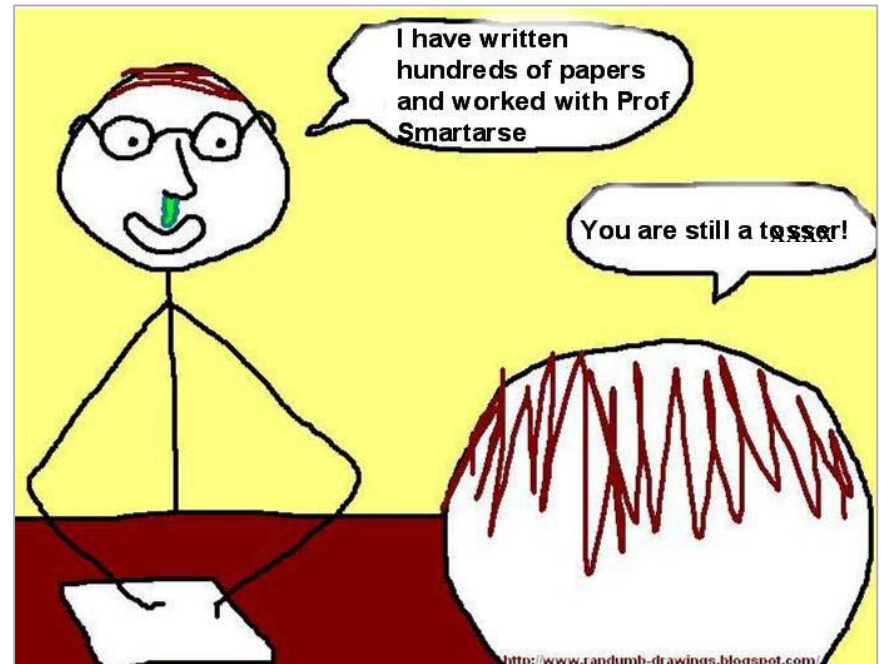
- Most CVs follow a well established pattern – get to see somebody else's
- Don't make it over long
- Try to get a balance between selling yourself and showing off.
- Audit, governance, teaching and management training all need their own sections

# The CV

- Research needs mentioning but is rarely a deal breaker nowadays
- Mention any exotic hobbies or interests at the end. It is a free question in the interview and shows the real you.
- Go easy on mentions of Religion or Politics – they are more likely to put people off than on
- Mention family life if relevant – may be picked up more at visits than at interview

# The CV

*‘Don’t brag too much about who you have worked with – this only describes your rotation not you.’*



# Shortlisting

- Done by Chief Exec, Clinical lead, Radiologist and Medical Director at my hospital
- Based on application form and to a much lesser extent the CV
- We use a numerical scoring system to try to be objective
- A maximum of about 4 short listed for each job

# Formal visit(s)

- See as many of the consultant radiologists as possible, if not all
- You may or may not be expected to see the interview panel in advance – find out
- Try to visit all the sites where you would work
- A good department will help you arrange all the necessary visits
- Remember to behave yourself again – see informal visit slide
- The radiologists will use the visit to choose their preferred candidate

# The interview process may..

- Be just a formal interview
- Include psychometric testing
- Include a prepared presentation
- Use focus groups

# The interview panel

- Usually the Trust Chair, an outside consultant, the Clinical Lead, a Radiologist, the Medical Director and the Chief Executive (+HR rep)
- Royal College Reps and University Reps are falling from favour
- Beware panels with too many Radiologists – They may try to score points off each other.

# The interview

- Each panellist asks questions in turn
- The outside consultant (or College Rep) usually opens and discusses your training
- The Radiologists go next
- Usually end with the Chief Executive or Chair
- Interview lasts 45 mins – 1 hour

# Interview questions - Radiologists

- Do not usually ask technical questions with a right/wrong answer
- May pose some difficult clinically scenarios – there will be no ‘right’ response
- May ask questions about working practices and new ways of working
- May ask about team working
- They will be checking out your flexibility

# Interview questions – Medical Director

- Governance
- Audit
- Attitude to Management and Managers
- Appraisal and Revalidation
- What extra do you bring to the post?

# Interview questions – Chief Executive

- What makes you tick?
- What has been your worst clinical experience and what did you learn?
- What would your friends say are your good and bad points?
- Describe a recent national policy and tell us what you think about it
- Swine flu!

# Interview process

- All candidates are usually expected to stay behind for the result on the day
- The successful candidate will be called back in first
- It is expected that they will accept there and then.
- Unsuccessful candidates are offered a debriefing

# The successful candidate will probably be the...

- Most likeable
- Best team player
- Most flexible
- Most adaptable
- Most insightful
- Most humane

Check out the GMCs guide to being a good doctor

# The successful candidate may not necessarily...

- Have the best CV
- Be the cleverest
- Be the most experienced

# Post interview

- Agree a start date – don't be in a rush
- Don't leave your current employers in the lurch
- Discuss terms and conditions – be careful not to be greedy. It is a very poor beginning to your consultant career. Everyone will get to hear about it.
- Get in any extra training you might need. Finish your fellowship.

# Starting work

*‘Remember,*

*Your career starts now and you are the least experienced member of the team’*

# Starting work - Strategies

1. Go for the big bang. Make lots of noise. Get noticed. Quickly build up your practice and reputation.
2. Go in quietly. Find your feet. Have confidence that your abilities will become apparent without you having to advertise them.

# Private practice

- Common down South. Rarer up north
- A good department will include you straight away in the group practice working towards parity
- Beware depts that don't
- It can be the biggest bone of contention

# Starting work

- Get a proper induction
- Meet all the senior management team
- Find out about the overall direction of the hospital
- Arrange to meet as many of the other consultants in the hospital as possible
- Attend all the Senior Staff meetings and any social events

# Starting work

- Most Radiologists work as a team and expect you to do the same
- Don't be afraid to ask for advice. Everyone will be flattered
- The hardest thing will be the amount of work you are expected to get through
- The best thing is the job itself

