

A Medical Director's take on Consultant interviews'

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The Medical Director is looking for....

- A Safe pair of hands
- Certain personality attributes & personal values
- Leadership and decision making
- A fit with the culture of the organization
- Understanding their role in the wider NHS context



A good colleague and not....



Safe pair of hands:

- Attitude towards work and a sense of responsibility
- Overview of processes in the team/ward, knowledge of patients and safety systems and ability to influence them
- Clinical Competence



Questions likely to capture that:

- How will you assure your Clinical Director and Medical Director that you are providing a safe service ?
- What framework do you have in your mind to ensure that your team is providing a safe service?
- How will you ensure that your ward will continue to be safe when you are on a weeks leave?



Safe pair of hands: Clinical Competence

- Most of it from your application form, your reputation and your references
- Doctors who have done additional courses and degrees are better able to demonstrate commitment to learning
- The questions from the Clinical Director are often to assess the clinical competence and are scenario based



Additional Skills

- Additional skills and willingness to apply those skills is always welcome
 - New Services (rTMS, neuropsychiatry clinics, post covid syndrome clinics; services for non drug addictions, ASD services, ADHD experience)
 - Patient Quality QI methodology
 - Innovation and Research



Personal Attributes:

- Sense of responsibility
- Pleasant personality
- Humility and compassion
- Communication
- Reflect and learn from mistakes



Questions likely to capture this:

- From the patient/carer representative
 - Give us an example where you have listened to the family and changed your decision; how do you engage with the family and carers;
 - Carer is often asked at the time of discussion: would you like to be treated by this Doctor?
- From management
 - Disputes within a team; difference of opinion with the patient's care coordinator etc.
- Other factors:
 - Verbal and non verbal communication; it is natural to be anxious



One of my favourite questions to capture this attribute

- *Give us an example where you have made a clinical error (or a decision kept you awake at night) ; what have you learned from the error and how has it changed your practice ?*

Captures

- Honesty
- Candour
- Self reflection
- Willingness to change





Leadership

- Respect for your team members and ability to listen to them
- Flexibility and availability
- Sense of ownership and responsibility
- Ability to reflect and learn



Fits with the culture of the organisation

- Know the organisation: it's vision, values and culture
- For EPUT the three core values are: Being open, being compassionate and empowerment of staff
- Most of the organisations will try to cover this in the interview



Awareness of the wider NHS Context

- STP/Integrated Care Systems/Organisational alliances/PCNs
- Organisations are expected to be system players
- To develop links with GPs and primary care; willingness to work with Commissioners and work towards the transformation of services
- Organisational reputations have been damaged and key contracts lost by Trusts due to poor relationships with GPs and other external stakeholders



Medical Directors

- Aware that Consultants appointed through Advisory Appointments Committee are substantive and it is important to get it right
- Medical Director and Responsible Officer role
- Enhance the reputation of the medical workforce in the organisation



Good luck for your
interviews and your
future !!

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