

 **Candidate Information Pack**

 **Consultant Haematologist s.i. Coag (0.5wte)**

*Beaumont Hospital*



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| **Job Title:** | Consultant Haematologist s.i. Coagulation (0.5 WTE) |
| **Closing date for applications:** | 12 noon on Monday, 20th October 2025. The interview will be scheduled to take place the week commencing 17th of November 2025.  |
| **Contract duration:** | Permanent  |
| **Contract Type:** | Public Only Consultant Contract 2023 |
| **Hours per week:** | Beaumont Hospital (18.5 hours per week) |
| **Contact Details:** | ConsultantHR@beaumont.ie – for application queries. Informal enquiries may be made to Dr Karl Ewins, Consultant Haematologist by email on: karlewins@beaumont.ie |

**HSE Dublin and North East Profile**

The HSE has created six new health regions. Each region is responsible for providing both hospital and community care for the people in that area. Bringing community health services and hospitals together means we can take a more patient-centred approach to healthcare.

HSE Dublin and North East provides health and social care to North Dublin, Louth, Meath, Monaghan and most areas of Cavan.

HSE Dublin and North East Region includes the following hospitals;

* Beaumont Hospital
* Cavan General Hospital
* Connolly Hospital
* Louth County Hospital
* Monaghan General Hospital
* Mater Misericordiae University Hospital
* National Orthopaedic Hospital Cappagh
* Our Lady’s Hospital Navan
* Our Lady of Lourdes Hospital
* Rotunda Hospital

**Beaumont Hospital Profile**

Our aim is to deliver the highest quality of care to our patients, excellent training to our students, and a friendly, stimulating and professional environment for staff.

Beaumont Hospital, incorporating St. Joseph’s Hospital, Raheny is a major academic teaching hospital providing emergency and acute care services across 54 medical specialties to a local community of some 290,000 people. Beaumont Hospital is the lead Level 4 hospital within the Royal College of Surgeons Hospital Group, which includes Connolly Hospital, Rotunda Hospital, Cavan/Monaghan Hospitals, Louth/Meath Hospitals. Beaumont Hospital is the principal teaching hospital for the Royal College of Surgeons in Ireland.

Beaumont Hospital is the designated regional Adult Cystic Fibrosis Centre for North Leinster, taking care of 160 patients at present. These patient numbers are projected to exceed 200 in the next 5 years. We are currently in the planning process of building a dedicated 20 bedded inpatient unit for Cystic Fibrosis patients. Beaumont Hospital is also the National Centre for Alpha-1 Antitrypsin deficiency.

In addition, Beaumont Hospital is a designated cancer centre and the regional treatment centre for ear, nose and throat, and the national referral centre for neurosurgery and neurology, renal transplantation, cochlear implantation and mechanical thrombectomy. Beaumont Hospital employs approximately 4,000 staff and has a bed complement of 820 beds.

St. Joseph's Hospital Raheny, is an acute hospital that provides both medical and surgical in-patient care, day care, outpatient, outpatient physiotherapy and radiology services.  A dedicated Care of the Elderly Rehabilitation Unit and a 100 bedded Raheny Community Nursing Unit have also been developed on the St. Joseph’s campus.

**Tradition**

Beaumont Hospital opened in 1987, following the closure and merger of the Charitable Infirmary, Jervis Street and the Richmond Hospital. Both hospitals had a long and proud tradition of advancing patient care and a strong association with pioneers in medicine, such as Sir Dominic Corrigan. This tradition of excellence in patient care and clinical research is at the core of our ethos.

**Leadership**

Beaumont Hospital plays a leading role in the transformation process in the Irish health services, including establishment of a number of clinical directorates, the development of formal academic and service development links with sister hospitals as part of an academic and regional network. It looks forward to continuing to strengthen its national and international role in provision of quality health care, innovation and patient management.

**Useful Links**

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| **Our website:** | <http://www.beaumont.ie>  |
| **Management:** | <http://www.beaumont.ie/index.jsp?p=108&n=115>  |
| **Senior executives:** | <http://www.beaumont.ie/index.jsp?p=115&n=303>  |
| **Corporate reports:** | <http://www.beaumont.ie/index.jsp?p=108&n=387>  |

**Clinical & laboratory haematology services**

Clinical & laboratory haematology services are provided at Beaumont (BH) and Connolly Hospital Blanchardstown (CHB) by 7 consultant haematologists, including a dedicated coagulation haematologist appointed in 2021. Operating as the hub of a network incorporating CHB and Our Lady of Lourdes Hospital Drogheda (OLOLHD), the BH service is one of the busiest haematology services in the country.

Coagulation haematology services need to develop in line with the HSE Dublin & North East hospitals regional structure and in line with the National Clinical Programme for Venous Thromboembolism (NCP-VTE), so that high-level coagulation haematology expertise can be provided to the region.

A regional VTE working group was established in 2023, with representation from all hospitals in the group, as well as the regional quality and patient safety department. The goals of the working group include alignment with the NCP-VTE, the development of clear referral pathways for complex cases, and the promotion of VTE prevention strategies and the harmonisation of protocols and guidelines across the region.

The coagulation consultants will continue to develop and expand nursing, NCHD and pharmacist roles. They will work with emergency & general medical colleagues to establish high quality care pathways for the management of DVT/PE, improving patient safety, reducing the burden on medical services, reducing inpatient length of stay, and reducing medical outpatient clinic waiting lists. They will develop anticoagulant stewardship services to improve the safety and cost-effectiveness of anticoagulant prescribing.

For Beaumont Hospital specifically, specialist coagulation expertise is essential to achieve optimal outcomes in patients who attend the National Kidney Transplant Service, National Stroke Thrombectomy Service and the National Neurosurgical Centre. This includes patients on anticoagulation who undergo renal transplant, or patients who are transferred to Beaumont Hospital for management of life-threatening intracranial haemorrhage, ischaemic stroke or cerebral venous sinus thrombosis.

Coagulation medicine includes aspects of both clinical and laboratory medicine. From a clinical perspective, a consultant haematologist with a special interest in coagulation medicine would typically be involved in the care of patients with bleeding disorders (inherited or acquired), patients with thrombosis (e.g. DVT or PE), or those patients at risk of thrombosis. They provide a consult service to hospital inpatients and clinical oversight for anticoagulation clinics and services. The coagulation haematologists also have major laboratory responsibilities with oversight of routine and specialist coagulation assays. They play a lead role in the quality assurance and demand management of these assays, as well as the development of new assays when indicated.

**Job Description and Responsibilities**

**Standard Duties and Responsibilities for all Consultant posts are as per Section 4 and Section 10 of the POCC23**

1. To participate in 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.

2. To ensure that duties and functions are undertaken in a manner that minimises delays for patients and possible disruption of services.

3. To ensure patients are involved in decisions about their care and to respond to their views.

4. To work within the framework of the hospital / agency’s service plan and/or levels of service (volume, types etc.) as determined by the Employer. Service planning for individual clinical services will be progressed through the Clinical Directorate structure or other arrangements as apply.

5. To co-operate with the expeditious implementation of the Disciplinary Procedure (attached at Appendix II).

6. To formally review the execution of the Clinical Directorate Service Plan with the Clinical Director / Employer periodically. The Clinical Directorate Service Plan shall be reviewed periodically at the request of the Consultant or Clinical Director / Employer. The Consultant may initially seek internal review of the determinations of the Clinical Director regarding the Service Plan.

7. 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.

The Consultant shall receive training and support to enable him/her to participate fully in such structures.

8. To provide, as appropriate, consultation in the Consultant’s area of designated expertise in respect of patients of other Consultants at their request.

9. To ensure in consultation with the Clinical Director that appropriate medical cover is available at all times having due regard to the implementation of the European Working Time Directive as it relates to doctors in training.

10. To supervise and be responsible for diagnosis, treatment and care provided by non-Consultant Hospital Doctors (NCHDs) treating patients under the Consultant’s care.

11. To participate as a right and obligation in selection processes for non-Consultant Hospital Doctors and other staff as appropriate. The Employer will provide training as required. The Employer shall ensure that a Consultant representative of the relevant specialty / sub-specialty is involved in the selection process.

12. To participate in clinical audit and proactive risk management and facilitate production of all data/information required for same in accordance with regulatory, statutory and corporate policies and procedures.

13. 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.

14. To promote interdisciplinary working between relevant specialities

15. Provide High Quality Clinical Care

16. To develop and maintain the competencies required to carry out the duties required of the post.

**The successful consultant would take on the following responsibilities:**

* Establish an additional coagulation haematology clinic with a focus on reducing haematology waiting list numbers and providing timely care to patients with disorders of thrombosis and haemostasis.
* Oversee the establishment of an ANP-led women’s health clinic as a joint venture between haematology & gynaecology. The clinic would focus on the investigation and management of women with heavy menstrual bleeding or women with risk factors for VTE who are being considered for hormonal therapy, with an emphasis on timely access to care.
* Develop services for patients with bleeding disorders who attend Beaumont Hospital.
* Develop an ambulatory DVT pathway with early follow-up of patients diagnosed with acute DVT in the ED who do not require admission to hospital.
* Work closely with respiratory medicine, ICU, interventional radiology, cardiology and emergency medicine teams to develop guidelines for the management of high risk and intermediate-high risk pulmonary embolism.
* Expand the scope of the current inpatient coagulation haematology consult service and ensure that there is specialist cross-cover during absences.
* Work with pharmacy to establish an anticoagulation stewardship programme: a systematic approach designed to optimise the use of anticoagulant medications, aiming to improve patient outcomes and minimize adverse events caused by this high risk medication group.
* To oversee the governance, management & development of the oral anticoagulant monitoring service.
* To update and develop a suite of high quality clinical guidelines for the management of venous thromboembolism, bleeding and anticoagulation-related issues.
* To promote the development of coagulation haematology services across the hospital region.
* In conjunction with the existing Consultant Haematologists, provide on-going clinical oversight and supervision of quality assurance of the coagulation laboratory.

**Skills, Competencies and / or Knowledge**

* The remit of this post will include the development, in conjunction with key stakeholders, of strategic medium to long term objectives that will provide a multi-disciplinary, patient centered, accessible and cost effective service.
* S/he shall demonstrate evidence of effective planning and organising skills including awareness of resource management and importance of value for money, whilst at the same time show awareness and appreciation of the service user.
* S/he will be expected to demonstrate an ability to manage deadlines and effectively handle multiple tasks.
* The post holder will be expected to demonstrate leadership and team management skills including the ability to work with multi-disciplinary team members.
* S/he will demonstrate evidence of ability to empathise with and treat patients, relatives and colleagues with dignity and respect.
* S/he will be expected to demonstrate effective communication skills including: the ability to present information in a clear and concise manner; the ability to facilitate and manage groups through the learning process; the ability to give constructive feedback to encourage learning.
* Demonstrate an ability to engage in clinical trials. Demonstrate an ability to participate fully in audit and clinical governance programmes.

**The above 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.**