

# Paediatric and Adult Congenital Cardiac Surgeon

## CANDIDATE INFORMATION PACK



*Creating meaningful and magical opportunities that enrich the health of every young New Zealander*

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# WELCOME

From



***Dr Tom Gentles,***  
*Service Clinical Director,  
Paediatric and Congenital  
Cardiac Service*



***Dr Kirsten Finucane,***  
*Chief Surgeon,  
Paediatric and Adult  
Congenital Cardiac Service*

It is our pleasure to invite you to apply for the position of Paediatric and Adult Congenital Cardiac Surgeon at Starship Child Health.

The Green Lane Paediatric and Adult Congenital Cardiac Service is a national service based at the Starship Children's Hospital. It is the sole provider of cardiology and cardiac surgical services for infants and children with congenital and acquired heart disease in New Zealand and includes the national fetal cardiology service and is the national treatment centre for adult congenital heart disease surgery. The service is committed to providing the best possible outcomes and equitable access at a national level.

There is an active clinical research and audit programme within the department and through collaborative ventures with academic groups nationally and internationally. There is also the potential for furthering translational research in cooperation with leading basic science and bioengineering departments at the University of Auckland.

The scope of the role will be dependant of the skills and experience of the surgeon, and includes a leadership position for a suitably qualified senior candidate.

This position offers a unique opportunity for a paediatric and adult congenital cardiac surgeon to progress their career in a high functioning environment, and hold a senior role in a leading paediatric cardiac centre.

We hope you find this an exciting opportunity to work in a dynamic environment and look forward to receiving your application.

# SERVICE OVERVIEW

The Green Lane Paediatric and Adult Congenital Cardiac Service is a national service based at Starship Hospital. It is the sole provider of cardiology and cardiac surgical services for infants and children with congenital and acquired heart disease in New Zealand and parts of the Pacific Basin. In addition the service is the only surgical programme for adult congenital heart disease in the country. Continued improvements in diagnosis and treatment have resulted in an increase in patient population and service size.

## **Paediatric and Adult Congenital Cardiac Surgery**

Paediatric cardiac surgery is undertaken in one of two cardiac operating theatres at Starship Children's Hospital. Adult congenital cardiac surgery is undertaken by the same surgical team in the Level 4 cardiac operating theatres at Auckland City Hospital (adjoining Starship Children's Hospital). Postoperative patients are transferred to the Paediatric Intensive Care Unit or in the case of adult patients the Cardiovascular Intensive Care Unit. There are ~400 surgical cases of which 350 include cardiopulmonary bypass. Approximately one half of surgical admissions continue to be for infants aged <1 year, and 15% are adults.

As a national service, many of our patients live outside of the Auckland area. Our cardiologists travel to regional outpatient clinics throughout the country, as well as working closely with local paediatricians and cardiologists.

In addition to New Zealand residents, infants and children are admitted from Pacific Islands where paediatric cardiac surgery is unavailable. These children are sponsored by NZ Aid, their local governments, or non-governmental organisations. The additional volume has allowed the unit to achieve critical mass in a number of staffing and infrastructure areas. Cardiology visits to the Pacific Islands are undertaken to improved the triage process as well as for postoperative surveillance.

## **The service has a number of interrelated components including:**

- Paediatric inpatient (medical and surgical)
- Paediatric and congenital cardiac treatment (surgical and catheter based)
- Paediatric Outpatient
- Peripheral Clinics (paediatric and adult congenital)
- Fetal Cardiology
- Adult Congenital Cardiology
- Cardiac Inherited Disease

## **Investigative Services include:**

- Echocardiography
- Cardiac Catheterisation
- Exercise testing
- Cardiac MRI
- Cardiac CT
- Electrophysiology procedures
- Pacemaker diagnostics

# ROLE OVERVIEW

*The Paediatric and Congenital Cardiac Surgeon reports to the Service Clinical Director (SCD) of the Paediatric Cardiac Congenital Service (PCCS).*

**Closing date: 21 July 2019**

## Leadership role

### **Key Responsibilities:**

- Manage patient care processes and identify opportunities for improvement; including those of multi-disciplinary collaboration; in line with service and organisation-wide strategic objectives
- Analyse departmental strengths, weaknesses, opportunities and constraints and act on them to provide optimal care and service efficiencies.
- Ensure there is an effective and efficient process for risk assessment and management.
- Ensure and, where needed, develop and implement sustainable systems for benchmarking clinical and operational performance planning

### **Key Requirements:**

- Record of sustained accomplishments including significant clinical practical experience and excellent surgical results
- Evidence of effective leadership backed by excellent communication skills and collaborative ability
- Ability to implement service delivery plans and achieve short term objective within the strategic guidelines

## Consultant Surgeon

### **Key Responsibilities:**

- To provide acute and elective comprehensive consultant Paediatric and Adult Congenital Cardiac Surgical services within a team structure.
- Actively participate in clinical, research and educational activities within the Paediatric and Congenital Cardiac Service.
- Conduct operating sessions, attend ICU ward rounds and manage patients on the cardiac wards as required.
- Participate in the consultant on call roster
- Supervise and teach junior surgical staff, nursing, paramedical and medical students assigned to the surgical team

### **Key Requirements:**

- Significant clinical practice experience and excellent surgical results
- Participate in surgical audit, quality assurance, business meetings, peer review, continuing medical education and clinical research
- Participate in hospital based programmes including accreditation and health and safety.

***Further details of the position and the selection criteria are detailed in the attached Position Descriptions***

1. *Chief Surgeon– leadership role that requires a strategic thinker with more than 10 years experience within paediatric cardiac and adult congenital surgery , proven expertise in transplantation and mechanical support. Leadership experience with the ability to build and develop teams .*
2. *Consultant Surgeon – mid career position with a minimum of 4 years experience as a consultant.*



# AUCKLAND, NEW ZEALAND



Rated as the third most liveable city in the world, Auckland is an invigorating mix of natural wonders and urban adventures. Nestled between two harbours, Auckland is New Zealand's biggest city with a population of 1.5 million. Also known as the City of Sails, Auckland's CBD is home to the Viaduct Basin that is to host the 2021 America's Cup. The Viaduct provides for a diverse range of sailing, boating activities, and water sports. Auckland City boasts a number of world-class cafes, restaurants, bars, shopping and art galleries. The surrounding Auckland region, easily accessed through our public transport system, is home to world renowned vineyards, beautiful beaches, pristine rainforests, wildlife encounters and island adventures. A quick 20 minute drive from the CBD will have you at One Tree Hill, one of Auckland's volcanic peaks. One Tree Hill is home to a number of farm animals, cafes and walking tracks. A leisurely 25 minute stroll from the City will have you at the Auckland Domain, home to the beautiful Winter Gardens and the Auckland War Memorial Museum housed in one of the country's finest heritage buildings exhibiting award-winning natural history exhibits and galleries that investigate New Zealand's cultural origins. Take a picturesque walk from the City along the bay and you will reach Kohimarama beach, Mission Bay and St Heliers, beautiful swimming beaches surrounded by cafes, delis, bakeries and ice-cream shops.



## New Zealand Weather

While the far north has subtropical weather during summer, and inland alpine areas of the South Island can be as cold as -10°C (14°F) in winter, most of the country lies close to the coast, which means mild temperatures.

The average New Zealand temperature decreases as you travel south. January and February are the warmest months, and July is the coldest month of the year.



## Auckland Weather

Auckland summer starts late November and averages temperature's between 20-25 degrees. Autumn falls around March through to May and averages at 17-21 degrees. Winter begins in June averaging at 12-16 degrees and Spring starts around September averaging 16-19 degrees.



## New Zealand Schools

For information about the New Zealand school system please visit

<https://www.newzealandnow.govt.nz/regions-nz/auckland/education>

## NEXT STEPS

If you would like an informal discussion to find out if this role is right for you, please contact by email in the first instance.

**Kirsten Finucane**

Chief Surgeon

✉ [KFinucane@adhb.govt.nz](mailto:KFinucane@adhb.govt.nz)

**Tom Gentles**

Service Clinical Director

✉ [TomG@adhb.govt.nz](mailto:TomG@adhb.govt.nz)

For submission of applications and general enquiries please contact Tracey Woolner.

**Tracey Woolner**

Directorate Programme Manager

✉ [TWoolner@adhb.govt.nz](mailto:TWoolner@adhb.govt.nz)



## POSITION DESCRIPTION

### POSITION DETAILS:

**TITLE:** Paediatric Cardiac – Chief Surgeon

**DIRECTORATE/SERVICE:** Child Health

**REPORTS TO:** Service Director, Paediatric and Congenital Cardiac Service

**LOCATION:** Starship Children's Hospital and Greenlane Clinical Centre

**DATE:** May 2019

### Purpose:

- To provide acute and elective clinical expertise and care across Paediatric and Adult Congenital Cardiac Surgical Services
- To provide leadership for clinical activities of the Department in partnership with the Service Leadership team (SCD/NUM/Operations Manager)
- Ensure high standards of care are delivered across the service by creating an environment in which excellence in clinical care can flourish
- Ensure audit and research are carried out in a way that enhances quality and safety

### KEY ACCOUNTABILITIES

Key Result Area	Expected Outcomes/Performance Indicators
Clinical Responsibilities	<ul style="list-style-type: none"> <li>• The Surgeon will assume responsibility for inpatients and outpatients according to the service rosters, including acute on call cover and:               <ul style="list-style-type: none"> <li>○ Acute referral assessment</li> <li>○ Outpatient clinics</li> <li>○ Responsibility for and supervision of inpatient care</li> </ul> </li> </ul> <p>The Surgeon will be credentialed for relevant clinical activities, observing patient rights as specified in the Code of Patient Rights and honour the Treaty of Waitangi obligations.</p> <ul style="list-style-type: none"> <li>• Lead service delivery to ensure all clinical, financial, compliance and people targets are met</li> <li>• Manage patient care processes and identify opportunities for improvement; including those of multi-disciplinary collaboration; in line with service and organisation-wide strategic objectives</li> <li>• Analyse departmental strengths, weaknesses, opportunities and constraints and act on them to provide optimal care and service efficiencies</li> <li>• Ensure there is an effective and efficient process for risk assessment and management</li> <li>• Ensure and, where needed, develop and implement sustainable systems for benchmarking clinical and</li> </ul>



	operational performance planning
Service Planning and Strategy	<ul style="list-style-type: none"> <li>• Identify, develop and deliver strategies that support the quality, safety and sustainability of the service, and identify resource needs to ensure this</li> <li>• Collaborate with other lead clinicians/team leaders and other senior clinicians to ensure that interfaces between teams allow for seamless and uninterrupted patient care delivery</li> <li>• Develop an accountability framework for activities and establish clear standards and expectations against which achievement can be measure and results evaluated</li> <li>• Monitor trends , performance and progress against the agreed strategic plan and support initiatives required to deliver against the plan</li> </ul>
Clinical Excellence	<ul style="list-style-type: none"> <li>• Support the quality ethos of the service by contributing to clinical pathways, outcome measurements and audit</li> <li>• Participate in policy development and practice improvement initiatives coordinated with the Director, Nurse Director, and other senior clinicians</li> <li>• Respond to complaints, incidents and concerns</li> <li>• Be actively involved with promulgation of a clinical governance culture within the team</li> </ul>
Research	<ul style="list-style-type: none"> <li>• Academically productive</li> <li>• Provide overview and direction for outcomes research, registry participation and clinical research</li> <li>• Ensure trainees academic performance is adequately supervised</li> </ul>
People Leadership	<ul style="list-style-type: none"> <li>• Develop effective team work, team culture and collaborative relationships within the multi-disciplinary team</li> <li>• Actively promote retention initiatives to reduce staff turnover</li> <li>• Provide professional and clinical supervision to junior staff and colleagues as appropriate</li> <li>• Promote openness and transparency</li> </ul>
Professional Development	<ul style="list-style-type: none"> <li>• Ensure that there are adequate learning opportunities, both theoretical and practical (formal and informal) for team members Participate in appropriate activities to assist with continuing education, including attendance at regular structured teaching sessions</li> <li>• Ensure clinicians within the service meet mandatory ongoing continual professional development</li> </ul>

## AUTHORITIES

The position has delegated authority as per the ADHB Policy, and reports to the Service Director Paediatric and Adult Congenital Cardiac Service.

## FTE:TBC

## Budget Accountability (if applicable)

Direct Reports: Paediatric and Adult Congenital Cardiac Surgeons. Surgical trainees. Surgical registry staff.

\$TBC

## RELATIONSHIPS

External	Internal	Committees/Groups
<ul style="list-style-type: none"> <li>• Patients</li> <li>• Referring cardiologists and paediatricians</li> <li>• External funding agencies</li> <li>• Medical School</li> <li>• University colleagues</li> <li>• Medical Council of NZ</li> <li>• College of Surgeons</li> </ul>	<ul style="list-style-type: none"> <li>• Service Director</li> <li>• Child Health Directorate</li> <li>• Lead Clinicians and Team leaders</li> <li>• Nurse Unit Managers</li> <li>• Charge Nurses</li> <li>• Medical Staff</li> <li>• Patients and whānau</li> <li>• Other ADHB Surgical departments</li> </ul>	<ul style="list-style-type: none"> <li>• Clinical Excellence Group</li> </ul>

## PERSON SPECIFICATION

	Essential	Desired
Education & Qualifications	<ul style="list-style-type: none"> <li>• MBChB or equivalent</li> <li>• FRACS or equivalent</li> <li>• Post-graduate training in paediatric and congenital cardiac surgery</li> </ul>	
Experience/Knowledge	<ul style="list-style-type: none"> <li>• 10 years + clinical experience within the field and able to span the entire spectrum of paediatric and adult heart disease</li> <li>• Previous leadership experience</li> </ul>	

## PERSONAL CHARACTERISTICS

- Record of sustained accomplishments including significant clinical practical experience and excellent surgical results
- Gains the confidence and trust of others through honesty, integrity, and authenticity
- Evidence of effective leadership backed by excellent communication skills and collaborative ability
- A demonstrated commitment to quality, safety and clinical governance

<b>CRITICAL COMPETENCIES</b>	
<b>Competency</b>	<b>Description</b>
People/Team Leadership	<p>Lead with conviction, actively seeking to:</p> <ul style="list-style-type: none"> <li>• Cultivate adaptability</li> <li>• Demonstrate ability to inspire, engage and promote agility and high performance within the team</li> <li>• Deliver clinical excellence</li> </ul>
Values Diversity	<ul style="list-style-type: none"> <li>• Understand the significance of the Treaty of Waitangi</li> <li>• Display cultural responsiveness and values diversity</li> <li>• Displays a willingness to work positively to improve opportunities for Māori</li> <li>• Appreciate insights and ideas of all individuals and works</li> </ul>
Clinical and Operational Performance	<ul style="list-style-type: none"> <li>• Competent in all aspects of clinical work. Appropriately credentialed in specialty area of paediatric and congenital cardiothoracic surgery</li> <li>• Inspire a high standard of clinical practice within the team by setting the example</li> <li>• Anticipate and prepare for the future by looking for emerging trends that will have an impact on health outcomes</li> <li>• Understands and promotes the importance of high standard patient care processes and systems and actively seek improvements</li> <li>• Equitably balances the pressures of clinical care with resource availability and business objectives</li> <li>• Champions the adoption of improved models of care and enhancements to clinical practice</li> <li>• Supports staff in undertaking new challenges and initiatives</li> </ul>
Quality Improvements	<ul style="list-style-type: none"> <li>• Undertake regular quality improvement/patient safety initiatives in coordination with organizational priorities</li> <li>• Comprehensive knowledge of and commitment to effective clinical governance and promoting a culture of safety, quality, innovation and best practice in clinical practice, teaching and research</li> </ul>
Financial/Business Management	<ul style="list-style-type: none"> <li>• Ability to implement service delivery plans and achieve short-term objectives within the strategic guidelines</li> <li>• Encourage and support staff in the development and implementation of new business case initiatives</li> <li>• Proven skills and capability in both the clinical and business aspects of the role</li> </ul>

## **WORKING FOR ADHB – EXPECTATIONS OF EMPLOYEES**

### **CITIZENSHIP**

All employees are expected to contribute to the innovation and improvement of Auckland District Health Board as an organisation as evidenced by:

- Responsible resource utilization
- Modelling of ADHB values in all interactions
- Maintaining standards of ethical behaviour and practice
- Meeting ADHB's performance standards
- Participating in organisational development and performance improvement initiatives
- Helping to develop and maintain Māori capability in ADHB, including developing our understanding of the Treaty of Waitangi and ways in which it applies in our work
- Raising and addressing issues of concern promptly

### **THE EMPLOYER AND EMPLOYEE RELATIONSHIP**

We have a shared responsibility for maintaining good employer/employee relationships. This means:

- Acting to ensure a safe and healthy working environment at all times
- Focusing our best efforts on achieving ADHB's objectives
- A performance agreement will be reached between the employee and their direct manager and/or professional leader containing specific expectations

### **CONSUMER/CUSTOMER/STAKEHOLDER COMMITMENT**

All employees are responsible for striving to continuously improve service quality and performance. This means:

- Taking the initiative to meet the needs of the consumer/customer/stakeholder
- Addressing our obligations under the Treaty of Waitangi
- Involving the consumer/customer/stakeholder in defining expectations around the nature of the services to be delivered and the timeframe
- Keeping the consumer/stakeholder informed of progress
- Following through on actions and queries
- Following up with the consumer/customer/stakeholder on their satisfaction with the services

### **PROFESSIONAL DEVELOPMENT**

As the business of ADHB develops, the responsibilities and functions of positions may change. All staff are expected to contribute and adapt to change by:

- Undertaking professional development
- Applying skills to a number of long and short term projects across different parts of the organisation
- Undertaking such development opportunities as ADHB may reasonably require

## POSITION DESCRIPTION

### POSITION DETAILS:

**TITLE:** Paediatric and Adult Congenital Cardiac Surgeon

**DIRECTORATE/SERVICE:** Child Health

**REPORTS TO:** Service Director, Paediatric and Congenital Cardiac Service

**LOCATION:** Starship Children's Hospital and Greenlane Clinical Centre

**DATE:** June 2019

### Purpose:

- To provide acute and elective clinical expertise and care across Paediatric and Adult Congenital Cardiac Surgical Services
- To contribute to administrative functions including audit activities and other projects within the Paediatric and Adult Congenital Cardiac Surgical department at Starship Child Health and Auckland City Hospital
- To participate in clinical undergraduate and post graduate clinical teaching, and supervision of surgical trainees

### KEY ACCOUNTABILITIES

Key Result Area	Expected Outcomes/Performance Indicators
Clinical Responsibilities	<ul style="list-style-type: none"> <li>• The Surgeon will assume responsibility for inpatients and outpatients according to the service rosters, including acute on call cover and:</li> <li>• Conduct Paediatric and Adult Congenital Cardiac surgical ward rounds</li> <li>• Conduct operating sessions</li> </ul> <p>The Surgeon will be credentialed for relevant clinical activities, observing patient rights as specified in the Code of Patient Rights and honour the Treaty of Waitangi obligations.</p> <ul style="list-style-type: none"> <li>• Actively participate in clinical, research and educational activities within the Paediatric and Congenital Cardiac Service</li> <li>• Supervise and teach junior surgical staff, nursing, paramedical and medical students assigned to the surgical team</li> <li>• Participate in surgical audit, quality assurance, business meetings, peer review, continuing medical education and clinical research</li> <li>• Participate in hospital based programmes including accreditation and health and safety</li> <li>• Develops positive working relationships with patients,</li> </ul>



	<p>identifies and seeks to meet their needs. Treats them as first priority and improves service</p> <ul style="list-style-type: none"> <li>• Consistently takes action to improve existing practices. Introduces new approaches to improve performance. Copes with stress, is resilient to change and understands personal limitations</li> <li>• Collaborates with multi-disciplinary team. Actively contributes to and accepts consensus decisions. Seeks out opportunities to support others in achieving goals. Recognises and respects individual differences</li> <li>• Sets and consistently achieves high standards. Consistently demonstrates effective cost-conscious resource management</li> </ul>
Clinical Excellence	<ul style="list-style-type: none"> <li>• Support the quality ethos of the service by contributing to clinical pathways, outcome measurements and audit</li> <li>• Participate in policy development and practice improvement initiatives coordinated with the Director, Nurse Director, and other senior clinicians</li> <li>• Respond to complaints, incidents and concerns</li> </ul>
Research	<ul style="list-style-type: none"> <li>• Academically productive</li> <li>• Provide overview and direction for outcomes research, registry participation and clinical research</li> </ul>
People Leadership	<ul style="list-style-type: none"> <li>• Develop effective team work, team culture and collaborative relationships within the multi-disciplinary team</li> <li>• Provide professional and clinical supervision to junior staff and colleagues as appropriate.</li> <li>• Promote openness and transparency</li> <li>• Expresses information effectively, both orally and in writing. Works collaboratively within the multi-disciplinary team</li> <li>• Empathises with others and considers their needs and feelings</li> <li>• Effectively manages conflict situations</li> </ul>
Professional Development	<ul style="list-style-type: none"> <li>• Ensure that there are adequate learning opportunities, both theoretical and practical (formal and informal) for team members</li> <li>• Participate in appropriate activities to assist with continuing education, including attendance at regular structured teaching sessions</li> </ul>

#### **AUTHORITIES**

The position has delegated authority as per the ADHB Policy, and reports to the Chief Surgeon, Paediatric and Congenital Cardiac Service.

FTE: TBC		Budget Accountability (if applicable):
Direct Reports: TBC		\$TBC

RELATIONSHIPS		
External	Internal	Committees/Groups
<ul style="list-style-type: none"> <li>Patients</li> <li>Referring cardiologists and paediatricians</li> <li>External funding agencies</li> <li>Medical School</li> <li>University colleagues</li> <li>Medical Council of NZ</li> <li>College of Surgeons</li> </ul>	<ul style="list-style-type: none"> <li>Chief Surgeon</li> <li>Service Director</li> <li>Child Health Directorate</li> <li>Lead Clinicians and Team leaders</li> <li>Nurse Unit Managers</li> <li>Charge Nurses</li> <li>Medical Staff</li> <li>Patients and whānau</li> <li>Other ADHB Surgical departments</li> </ul>	<ul style="list-style-type: none"> <li>Quality and Audit related committees e.g. Surgical Site Infection</li> <li>Australasian Collaborative Committees e.g. CSANZ working party</li> <li>Theatres User Groups</li> </ul>

PERSON SPECIFICATION		
	Essential	Desired
Education & Qualifications	<ul style="list-style-type: none"> <li>MBChB or equivalent</li> <li>FRACS or equivalent</li> <li>Post-graduate training in paediatric and congenital cardiac surgery</li> </ul>	
Experience/Knowledge	<ul style="list-style-type: none"> <li>4 years + paediatric and congenital cardiothoracic surgical experience at consultant level including neonatal surgery, adult congenital surgery and transplant and mechanical support</li> </ul>	<ul style="list-style-type: none"> <li>Previous leadership experience</li> </ul>

PERSONAL CHARACTERISTICS
<ul style="list-style-type: none"> <li>Record of sustained accomplishments including significant clinical practical experience and excellent surgical results</li> <li>Gains the confidence and trust of others through honesty, integrity, and authenticity</li> <li>Excellent communication skills and collaborative approach</li> <li>A demonstrated commitment to quality, safety and clinical governance</li> </ul>

CRITICAL COMPETENCIES	
Competency	Description
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Clinical and Operational Performance	<ul style="list-style-type: none"> <li>• Competent in all aspects of clinical work</li> <li>• Appropriately credentialed in specialty area of paediatric and congenital cardiothoracic surgery</li> <li>• Inspire a high standard of clinical practice within the team by setting the example</li> <li>• Anticipate and prepare for the future by looking for emerging trends that will have an impact on health outcomes</li> <li>• Understands and promotes the importance of high standard patient care processes and systems and actively seek improvements</li> <li>• Champions the adoption of improved models of care and enhancements to clinical practice</li> </ul>
Quality Improvements	<ul style="list-style-type: none"> <li>• Comprehensive knowledge of and commitment to effective clinical governance and promoting a culture of safety, quality, innovation and best practice in clinical practice, teaching and research</li> </ul>

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- Undertaking such development opportunities as ADHB may reasonably require