

## CONSULTANT INTERVIEW - 1

What attracted you to this job?

How do you think that your training has prepared you for this post?

How will you develop the Endocrinology service?

What different methods have you used for teaching undergraduates?

What do you do about the poorly performing student?

How do you know if you are achieving your teaching aims?

What Educational packages do you know of in diabetes?

Do you think that research would be important at this hospital?

Do you have some research plans?

Would that be ethical in children?

What are the pros and cons of a job share?

What would you do if the work b/3lance didn't seem equal?

What about the cost of some of the new treatments in diabetes?

You mentioned psychology input in diabetes, how would that be more important than in CF or neurology?

How will you keep up to date in neonates?

What do you mean "trainees may be less experienced" ?

What is "Good Medical Practice" ?

How will you show you are doing it ?

How will you prepare for revalidation?

Is resource allocation important and have you had any involvement so far in influencing costs in the departments you have worked?

Have you had to be assertive in your job?

How did you act?

Any questions? And

Is there anything else you would like to add or clarify from what has been said?

## CONSULTANT INTERVIEW - 2

### Questions

#### RCPCH REP

Took me through CV - which were good posts and why? which were not so good and why? Asked specific questions about overseas work - how was my UK training useful for overseas work? And, in particular, how was my overseas experience useful for my UK work

#### ACADEMIC REP

Talked about my research - briefly what it involved, how did I find it?

Given that the opportunities to undertake research are limited in the dgh, what were plans and expectations for research?

What was my experience of teaching?

## CONSULTANT

What are the pros and cons of working in a small paediatric unit (i.e. 4 consultants) as opposed to a larger hospital?

Can smaller units provide as good a standard of care as large teaching hospitals.

## MEDICAL DIRECTOR

If you were offered the post, what do you see as the possibilities to develop it in the next five years and how will you attempt to achieve that?

## CLINICAL DIRECTOR

What lessons have you learnt *from* the Laming report into child abuse and how will you use them to prevent yourself being in the position of the Paediatricians who dealt with Victoria Climbié's?

If you have problems as a consultant, how would you deal with them, whom would you talk with and what would you see the difficulties being?

## CHAIRPERSON

If the in-patient paediatric facility at the DGH were to close down, how would this affect the obstetric practice?

What alternative models do you know for maintaining a good quality of paediatric care in a hospital like THIS DGH given the issues facing it at present?

## LEAD CLINICIAN

The paediatricians run outreach clinics in GP surgeries. What do you see as the role of these clinics and how would you plan their future?

## CHIEF EXEC

What do you see as the main differences between being a consultant and a registrar? What do you see as the role of paediatricians in a multi-disciplinary team? Can you give an example of when you have participated in some a MDT?

Why do you think this job is suitable for you?

## CONSULTANT INTERVIEW -3

### Questions:

#### Person 1

1. Introduction. No Questions.

#### Person 2

1. Asked a few clarification questions on CV and training.
2. Was this a good training programme?
3. When did you last do neonates?
4. Have you read the document - Paediatrics the Next Ten Years? 5. Tell me about the qualities suggested from that document that Paediatricians will have in the future?

#### Person 3

1. Where do you see yourself in 10 years time?
2. What would be the ideal job plan for you?
3. If I asked anyone your bad points - what would they be?

#### Person 4

1. Talk me through a good teaching session - why was it good? 2. What sort of teaching style do you prefer? - why?
3. What will having a new academy of paediatrics mean to our

department?

4. Sell this to the trust board

### Person 5

1. Tell me about the difficulties of doing research in a DGH?
2. Tell me about the difficulties of getting consent in the paediatric population?

### Person 6

1. Tell me about how the PCT improves health care?
2. How will you improve the relationship between you and the PCT? (bloody woolly question, stared at me throughout!!)
3. If a child came to you with scalds - how would you investigate? this further?

### Person 7

1. Give me an example of how you changed practice affecting others?
2. How did you convince others of the need for change?
3. If you had to convince a colleague that he/she needed to change practice and they didn't agree, what would you do next?
4. Are you one of those scarily efficient people? How would you describe your working style?

## Person 8

1. How do you see the nurse in an extended role?
2. How would you take these forwards?
3. How would you make the department fulfill the wishes of children and their families?

## Chairman again

Thank you for attending. You have any questions for the panel? If you were offered the post, are you still a serious candidate?

THE END!!!!