

Maudsley Health

Job Description

Post Title	Clinical Director / Consultant Psychiatrist (multiple posts)
Grade	Consultant Psychiatrist
Hours	40 hours plus break. On occasion additional hours may be required. Flexibility will be required and it is expected the postholder will work one evening per week. On call responsibilities are a part of this role.
Department	Clinical Academic Group (CAG): Children and Adolescent Mental Health Addictions Intellectual Disability
Base	Maudsley Health Hospital, Abu Dhabi. But travel may be required across the MENA Region
Reports to	Medical Director, Maudsley Health Hospital
	<i>The postholder will be employed by MACANI LLC.</i>

Maudsley Health is the brand name for the collaboration between South London and Maudsley NHS Foundation Trust (SLaM) and MACANI, the local partner. It was formed in 2015 to support the development of high-quality mental health services within the Middle East. Ambitious development plans are being progressed and the service is growing geographically and clinically in a planned way.

Maudsley Health began by providing child and adolescent mental health services in Abu Dhabi in 2015 and then Adult Mental Health Services in 2017. In 2018 the service successfully bid for a contract to work with the then Ministry of Health and Prevention (now Emirates Health Services) to support the development of Al Amal Psychiatric Hospital in Dubai.

The aim of Maudsley Health in the UAE is to deliver high quality mental health services, including advice, training and consultation across the range of mental health problems. This requires working collaboratively with multi-disciplinary colleagues, other professionals, families and patients. The service aims to provide a supportive environment using evidence-based approaches and will offer training and development to professionals. The post holder will be expected to take a role in the further development of Maudsley Health in the UAE.

The post holder will be based in Abu Dhabi but may be asked to travel within the MENA Region.



Maudsley Health - Vision and Mission

Vision

To be a service of excellence and innovation and to help establish the UAE as a world class provider of mental health care

Mission

- ❖ To improve the mental health and wellbeing of the UAE population.
- ❖ To deliver high quality evidence based care; Prevention, Early Intervention, Community, Outpatient and inpatient mental health services.
- ❖ To have professional, motivated and happy staff who feel proud of their contribution.
- ❖ For patients to feel cared for and that the service they received has been positive for them.
- ❖ To be actively influencing, supporting and delivering quality research in the MENA region.
- ❖ To grow into a specialized mental health teaching organization.
- ❖ To actively support medical tourism.
- ❖ To be authentic and sustainable.

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Maudsley Health Hospital

Following an international tender process by the Department of Health, Abu Dhabi, Maudsley Health successfully bid for a contract to deliver permanent inpatient care in Abu Dhabi. The Maudsley Team has significant local, on the ground, clinical experience but a new team of clinical and support staff will be required to deliver services at the new Maudsley Health Hospital.

The MACANI founders have an impressive track record of spearheading the launch and development of new businesses, bringing international models of best practice to the UAE.

SLaM is internationally recognized as one of the leading mental health institutions globally, it has a unique relationship with the Institute of Psychiatry, Psychology and Neurosciences, part of Kings College, London.

With the combination of on the ground experience, local business acumen and support from SLaM, the aim is to deliver very high quality, evidence based care, with innovation and research embedded. The quality of the service should stand out across the Middle East.

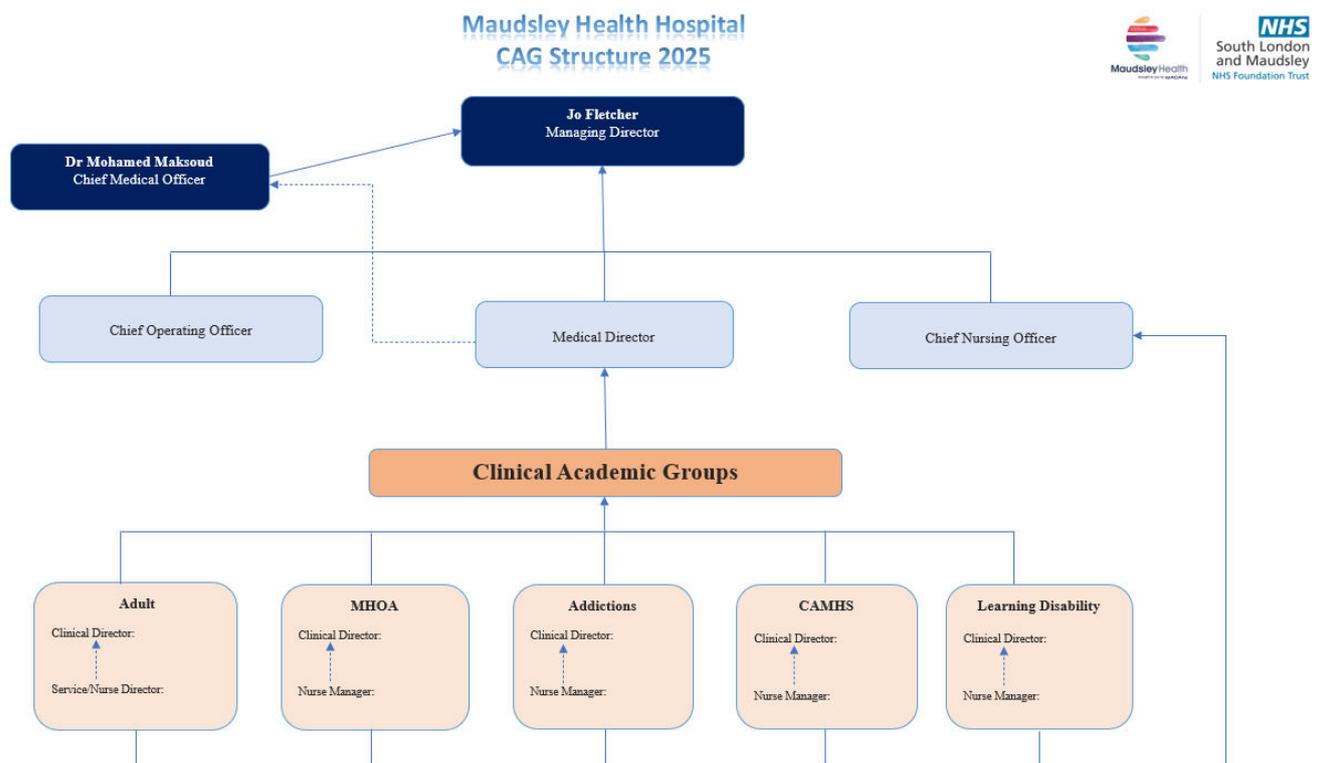
A Hospital has been acquired, is in the process of complete redesign, and will open during 2025. 138 beds are planned across 11 wards. A Clinical Academic Group structure will be adopted, similar to that in South London and Maudsley NHS Foundation Trust, the CAGs being formed are;

- Child and Adolescent Mental Health (CAMHS)
- Addictions
- Adult
- Mental Health of Older Age (MHOA)
- Intellectual Disability
 - Specialist Services such as Mother and Baby and Eating Disorders will also be provided.

	<p>All CAGs will have inpatient services, day care and outpatient services, specialist services and innovation will be encouraged in all CAGs as will internal and external training. The Hospital will be able to access support from South London and Maudsley NHS Foundation Trust. The appointment in 2024 of an Academic Director will assist CAGs with embedding research and development of a training facility.</p>
2	<p>Job Purpose</p> <p>Maudsley Health, in conjunction with MACANI LLC, is excited to recruit the <u>Clinical Director</u> to provide clinical leadership for the relevant Clinical Academic Group at the new Maudsley Health Hospital in Abu Dhabi, United Arab Emirates.</p> <p>The post holder will need to lead and support the implementation of a high quality, evidence-based service and ensure accreditation is achieved.</p> <p>The post holder will be expected to deliver effective, highly specialist assessments and treatments in accordance with UK and UAE guidance of professional regulatory bodies in conjunction with other members of the multidisciplinary team. The consultant will be directly involved in assessment and management, particularly of complex cases where there are psychiatric and other psychosocial factors.</p> <p>In addition to providing direct clinical care and service development, the role will include developing and delivering clinical, research and training services/programmes in accordance with clinical governance and relevant national and international policies.</p> <p>The post holder will be expected to work collaboratively and cross cover for other consultant psychiatrists.</p> <p>The reputation of Maudsley Health, MACANI, South London and Maudsley NHS Foundation Trust should be upheld and be enhanced due to the contribution of the post holder.</p> <p>This is an exciting and unique opportunity to be involved in the shaping, implementation and development of new and innovative mental health services in the UAE.</p>
3	<p>Key Responsibilities</p> <ul style="list-style-type: none"> ▪ The post holder will play a lead role in providing clinical expertise and support, providing assessment, treatment and consultation for patients within their relevant Clinical Academic Group. ▪ Lead and develop the Clinical Academic Group, working collaboratively with the Service Director. ▪ Monitor the CAG's KPIs and outcome measures and identifying the required corrective actions when necessary. ▪ Participation in training of all doctors and other multidisciplinary staff within the teams and contribution to the identification and provision of training needs of the multidisciplinary team. ▪ Contribute to education and training locally, nationally and regionally. ▪ Participate in research as a principal, partner or facilitator as appropriate to the post holders experience and interests. ▪ Active participation in operational management meetings together with other designated senior managers. ▪ Adherence expected to agreed job plan and appraisal procedures set by the organisation. ▪ Responsible for the development of job plans for staff under their line-management and their appraisal processes. ▪ The post holder will be expected to support the development of the services in Abu Dhabi. This will involve working closely with the Managing Director, Medical Director, Chief Nursing Officer, Chief Operating Officer and potentially other providers in the Middle East. ▪ The post holder will be expected to develop strong working relationships with other services. <p>Other Elements of the Role Are to:</p> <ul style="list-style-type: none"> ▪ Ensure that electronic patients clinical records relating to post holders work are well maintained and meet standards for documentation and communication with referrers and users are met. ▪ Promote good links with partner agencies including services across the UAE. . ▪ Contribute to the development of policies and procedures to support good practice and ensure that appropriate high-quality and safe clinical services are delivered. ▪ Provide a service that promotes diversity; meets the needs of service users from diverse ethnic, cultural and religious traditions, accessible and sensitive to needs relating to disability, gender and sexual orientation.

- With the Service Director, collect activity information as requested to meet the demands of performance management and service planning.
- Help maintain a clinical database and keep all other records and statistics as necessary and required.
- Participate in meetings and other management meetings as appropriate to the post holders' responsibilities
- Apply quality standards to all work undertaken in line with Clinical Governance policies.
- Act with integrity and honesty at all times.
- Enhance the reputation of Maudsley Health, MACANI and South London and Maudsley NHS Foundation Trust.
- Attend professional meetings as appropriate within and outside the CAG.
- Assist in or lead, and encourage others to be active in terms of research and evaluation where required.
- Take part in and lead audit projects when appropriate.
- Encourage junior staff and support their efforts in undertaking audit projects
- Adherence to the agreed job plan and PDP and appraisal procedures.
- Maintain GMC registration, or equivalent and Licence to Practice with the Department of Health.
- Maintain good standing with the Royal College of Psychiatrists or equivalent, in respect of CPD.
- Maintain compliance with the Mandatory Training Register requirements.
- Line-management responsibilities for staff. Post holder is responsible for – monitoring job-plans, productivity, adherence to all policies, sick leave, managing cross cover arrangements for annual leave, performance management and recruitment.

Organisational Position



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Communication and Working Relations

	<p>It will be essential to work collaboratively local service providers such as Police, ambulance, social services, CDA, DOH, FCA and other providers.</p> <p>Develop strong educational links within UAE, including medical education.</p> <p>Liaise with external psychiatry and other professional bodies, such as the GMC and RCPsych, in agreement with the Medical Director.</p> <p>Liaise with patient groups and patient representative bodies.</p> <p>Communicate regularly with members of the Maudsley Health Executive Team, most specifically the Managing Director, Medical Director, Chief Medical Officer and Chief Nursing Officer.</p>
6	<p>Contribution and Job Plan</p> <p>Time commitment: expected to be 40 hours per week over five days, to be worked flexibly as agreed in the Job Plan. The post holder will be expected to plan some working time out of usual hours to ensure that care is of high standard 24:7. On occasion it may be necessary to work additional hours.</p> <p>On call responsibilities will be part of the role.</p>
7	<p>Other Information</p> <p><u>Confidentiality</u></p> <p>Confidentiality/data protection regarding all personal information and service activity must be maintained at all times (both in and out of working hours) in accordance with professional codes of conduct and relevant legislation such as FAHR and the Data Protection Act. The post holder should ensure that they are familiar with and adhere to all relevant Information governance policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action may be taken.</p> <p><u>Equal Opportunities</u></p> <p>Promote the concepts of equality of opportunity and managing diversity service wide.</p> <p><u>Health and Safety</u></p> <p>Employees must be aware of Health and Safety responsibilities, paying due regard to health and safety in the workplace and management of risk to maintain a safe working environment for service users, visitors and employees.</p> <p><u>Infection Prevention and Control</u></p> <p>Employees must be aware of their responsibilities to protect service users, visitors and employees against the risks of acquiring health care associated infections, in accordance with service policy.</p> <p><u>Professional standards and performance review</u></p> <p>Maintain consistently high professional standards and act in accordance with the relevant professional code of conduct. Employees are expected to participate in the performance review process.</p> <p><u>Service/Department standards</u></p> <p>Support the development of performance standards within the Service/Department to ensure the service is responsive to and meeting the needs of its customers.</p> <p><u>Finance</u></p> <p>All staff will comply with the financial processes and procedures.</p> <p><u>Safeguarding Children</u></p> <p>Employees must be aware of the responsibilities for safeguarding children and vulnerable adults.</p> <p><u>Code of Conduct</u></p> <p>The post holder is required to adhere to the standards of conduct expected of all staff, under the requirements of FAHR. This job description will be subject to regular review and adjustment.</p> <p><u>Caveat</u></p>

This job description is an outline of the key tasks and responsibilities of the post and the post holder may be required to undertake additional duties appropriate to the pay band. The post may change over time to reflect the developing needs of the service, as well as the personal development of the post holder.

Brief Terms and Conditions

(All below are subject to change)

22 days annual leave per annum, plus the government declared national holidays for private sector.

The post-holder is required to participate in the CPD program and through this program to participate in a peer review group developing a Personal Development Plan.

This Personal Development Plan will form part of the annual appraisal process which the post holder will be expected to undertake with the Medical Director.

The postholder will have access to 5 study leave days per annum (whole time) consistent with Personal Development Plans.

The post-holder will be an employee of MACANI, a UAE entity.

On-call duties are part of the role.

The post-holder will be expected to live within 60 minutes of their workplace unless agreed otherwise by prior negotiation.

Appointment will be subject to satisfactory CID clearances and visa requirements, including health testing.

It is a condition of your employment that you are and remain fully registered and are included on the register held by the GMC or equivalent, and the Department of Health, Abu Dhabi, and continue to hold a license to practice. It is the individual's responsibility to ensure these registrations are in place.

The post holder is expected to hold a UAE driver's license and a car.

Person Specification

Verified at interview (I), by application form (A) or by test (T)

	Essential	Desirable
Qualifications	(a) MRC Psych or equivalent A (b) CCT A (c) Full GMC Registration & inclusion on Specialist GMC Register (or equivalent) A	(a) Higher degree or additional qualifications A
Training and Experience	(a) Completion of Higher Psychiatric Training in Psychiatry (b) Training will have included psychiatric inpatient management A/I	(a) Approved training in relevant therapeutic practice e.g. CBT or Family Therapy A/I (b) experience of leading a service A/I (c) previous experience as a Responsible Clinician
Clinical skills	(a) Considerable competence in psychopharmacology I (b) Competence in non-medication therapeutic approaches I (c) Evidence based practice I (d) Knowledge and compliance with relevant national and professional guidelines A/I	(a) Knowledge and experience of the Recovery model I (b) Knowledge and understanding of electronic mental health records and Information and Communications Technology A/I Experience in Adolescent psychiatry A/I
Management	(a) Knowledge, understanding and compliance with Clinical Governance guidance structures and principles I (b) Participation in audit A/I (c) Participation in development of service protocols and service development projects A/I (e) Ability to represent the organisation with integrity	(a) Training in management skills A/I (b) Participation in CAG and Trust strategic and operational processes A/I (c) Experience of service development

	and professionalism, ensuring the reputation of the Trust, MACANI and EHS are upheld at all times A/I	
Teaching	(a) Experience of and interest in developing post-graduate teaching A/I (b) Experience of training junior doctors A/I	(a) Knowledge, understanding and experience of the development training programmes for staff of all disciplines. A/I
Academic Achievements	(a) Research and audit project understanding and experience A/I	(a) Demonstrable academic achievements to support continued allocation of Research time in job plan A/I (b) A proven track record or the ability to demonstrate potential in research of the relevant CAG A/I (c) A higher research degree (e.g. MPhil., MD or PhD) A (d) Publication(s) accepted by peer review journals in a relevant academic field A
Personal Skills	a) Ability to travel b) Ability to obtain a UAE driver's license.	(a) Knowledge and understanding of the current NHS context and ability to work within constantly changing environment I (b) Ability to speak Arabic A/I (c) Understanding of the health care system in the Middle East and an ability to work constructively within a changing and developing environment with different cultures and languages.

Staff Name:	
Signature:	
Date:	
Line Manager:	
Signature:	
Date:	