

Orthopaedic Surgeon Paediatric Orthopaedics

CANDIDATE INFORMATION PACK



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

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WELCOME

From



Professor Susan Stott,
Service Clinical Director,
Paediatric Orthopaedics Service

It is our pleasure to invite you to apply for the position of Orthopaedic Surgeon at Starship Child Health.

Our Orthopaedic department at Starship Children's Health is a level one trauma centre providing a full complement of subspecialty paediatric medical and surgical services covering conditions such as spine, tumour, hip, sports, foot and ankle including clubfoot, shoulder, hand, neuromuscular and 3-D gait analysis. New Zealand has a national spinal cord impairment strategy, with early transfer of paediatric patients with spinal fracture / cord injury to Starship hospital from regional centres. We have two house surgeons, four fellows/ senior registrar (including a spine fellow) and four junior registrars on rotation within the service.

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.

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

SERVICE OVERVIEW

Paediatric Orthopaedic Surgery

Starship Children's Hospital is New Zealand's only tertiary level children's hospital and therefore serves all of New Zealand and many areas of the South Pacific. Starship's Orthopaedic department is a level one trauma centre providing a full complement of subspecialty paediatric medical and surgical services covering conditions such as spine, tumour, hip, sports, foot and ankle including clubfoot, shoulder, hand, neuromuscular and 3-D gait analysis.

New Zealand has a national spinal cord impairment strategy, with early transfer of paediatric patients with spinal fracture / cord injury to Starship hospital from regional centres. We have two house surgeons, four fellows/ senior registrar (including a spine fellow) and four junior registrars on rotation within the service.

We are a dedicated team of eleven orthopaedic consultants who provide elective and acute paediatric orthopaedic surgery at a secondary, tertiary and quaternary level.

ROLE OVERVIEW

The Orthopaedic Surgeon reports to the Service Clinical Director (SCD) of the Paediatric Orthopaedics Service.

Closing date: 31 August 2019

Orthopaedic Surgeon

Key Responsibilities:

- To provide acute and elective consultant paediatric orthopaedic services for Auckland District Health Board within a team structure.
- Actively participate in the provision of acute/ elective orthopaedic surgery within the Paediatric Orthopaedic Service at Starship Children's Health, with a strong focus on paediatric spine deformity correction and acute spinal work.
- Contribute to administrative functions such as audit activities, registrar supervision /organisation and other projects within the Department of Paediatric Orthopaedics at Starship Children's Health.
- Participate in medical under-graduate and post-graduate orthopaedic registrar teaching and research as appropriate.

Key Requirements:

- Significant clinical practice experience and excellent results within Acute Paediatric Orthopaedics
- Demonstrated interest in supervision and teaching of junior RMO, particularly orthopaedic registrars in training
- Relevant experience in trauma management and delivery of care
- A sub-speciality interest in paediatric spinal surgery with recognised fellowship training
- At least five years' experience in paediatric spinal deformity correction, as well as acute paediatric spinal fracture stabilisation

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

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.

Professor Susan Stott,
Service Clinical Director - Orthopaedics
✉ SStott@adhb.govt.nz

Wendy Ravelich
Operations Manager
✉ WRavelich@adhb.govt.nz

For submission of applications and general enquiries please contact Vickie Shakur

Vickie Shakur
Recruitment Consultant
✉ VickieS@adhb.govt.nz



POSITION DESCRIPTION

POSITION DETAILS:

TITLE:	Paediatric Orthopaedic and Spinal Surgeon
REPORTS TO:	Service Clinical Director Paediatric Orthopaedics
LOCATION:	Starship Children's Health, Auckland City Hospital
AUTHORISED BY:	Service Clinical Director Paediatric Orthopaedics
DATE:	June 2019

PRIMARY FUNCTION:

To provide acute and elective consultant paediatric orthopaedic services for Auckland District Health Board within a team structure.

To participate in the provision of acute/ elective orthopaedic surgery within the Paediatric Orthopaedic Service at Starship Children's Health, with a strong focus on paediatric spine deformity correction and acute spinal work.

To contribute to administrative functions such as audit activities, registrar supervision /organisation and other projects within the Department of Paediatric Orthopaedics at Starship Children's Health.

To participate in medical under-graduate and post-graduate orthopaedic registrar teaching and participate in research as appropriate.

KEY ACCOUNTABILITIES

Key Result Area	Expected Outcomes/Performance Indicators
Leadership	<ul style="list-style-type: none"> Participate in clinical, research and educational activities of the service as appropriate. Conduct regular Outpatients Clinics for new referrals and follow-up of patients using established guidelines. Conduct regular pre and post-operative ward rounds. Conduct acute / elective operating session as allocated, for inpatients at Starship Children's Health Participate in the On Call roster for emergency paediatric orthopaedics and provide ongoing care for acute general orthopaedic admissions. Attend to referrals from other hospital specialists. Provide oversight of junior medical staff performance within Children's emergency department and fracture clinic settings Supervise and teach junior surgical staff, nursing, paramedical and medical students assigned to the Orthopaedic surgical team.
Ensures the delivery of quality healthcare and the continuing development of effective service delivery	<ul style="list-style-type: none"> Participate in hospital based programmes including accreditation and health and safety. Participate in surgical audit, quality assurance, departmental meetings, peer review, continuing medical education and clinical research. Work flexibly to support service in meeting health targets as required by ADHB and Ministry of Health

Authorities:	
FTE	Budget Accountability (if applicable):
Direct Reports:	\$ N/A

Relationships		
External	Internal	Committees/Groups
<ul style="list-style-type: none"> • Patients • University of Auckland School of Medicine • Royal Australasian College of Surgeons • New Zealand Orthopaedic Association • Auckland Orthopaedic Society • Private Providers Of Orthopaedic Surgery 	<ul style="list-style-type: none"> • Clinical Staff, Auckland City Hospital and Starship Hospital • Director of Surgery • Service Manager Orthopaedic Services • Service Clinical Director • Allied Health staff • Clinical support staff 	<ul style="list-style-type: none"> • Department of Paediatric Orthopaedics • Other committees as designated by the Service Clinical Director or Director of Surgery

Person Specification		
	Essential	Desired
Education & Qualifications	<ul style="list-style-type: none"> • Eligible for vocational registration with the Medical Council of New Zealand • Completion of an orthopaedic surgery training programme recognised by Royal Australasian College of Surgeons. • Completion of at least one year's fellowship training programme in Paediatric Spinal Surgery • 	
Professional	<ul style="list-style-type: none"> • Demonstrated interest in supervision and teaching of junior RMO, particularly orthopaedic registrars in training 	<ul style="list-style-type: none"> • Research active with evidence of research publications / presentations at international meetings • Previous experience in education of medical students and other members of the clinical team
Experience/Knowledge	<ul style="list-style-type: none"> • Acute Paediatric Orthopaedics with relevant experience in trauma management / delivery of care • Elective Paediatric Orthopaedic Surgery with sub-specialty interest in paediatric spinal surgery, both deformity correction and acute spinal 	<ul style="list-style-type: none"> •

	surgery	
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Personal Characteristics

- Ability to see issues from patient, client perspective
- Strong analytical, numeracy, planning and implementation skills
- A team player with the ability to motivate and coach people
- Ability to think through issues and identify solutions.
- Generates trust and totally discreet, able to work in a collaborative and supportive partnership. Someone who will be respected as a peer who has the wisdom to be able to provide guidance and counsel when required
- Strong relationship skills
- Ability to influence and support change
- Strong interpersonal and communication skills
- Enthusiastic personality
- Resourceful and resilient; able to cope under pressure.
- Ability to resolve conflict
- The ability to challenge and question the 'status quo' (i.e. processes and systems) and facilitate the development of innovative and workable performance improvements
- Sets the highest ethical and professional standards and leads by example in all interactions.

CRITICAL COMPETENCIES

COMPETENCY	DESCRIPTION
Technical Competency	Good technical surgical skills; evaluates own performance and willing to learn new skills to improve patient care.
Ability to Learn	Accepts new ideas; assimilates new information; applies that which is being learned.
Collaboration	Working effectively with others in the organisation outside the line of formal authority (such as peers in others departments or senior management) to accomplish organisational goals and to identify and resolve problems.
Credibility / Impact	Creating a good first impression; commanding attention and respect; showing an air of confidence.
Individual Leadership (Empowerment)	Creating a sense of ownership of job or tasks by providing clear expectations, control of resources, responsibility and coaching; offering assistance without removing responsibility. Able to lead the clinical team both on the ward, in the out-patient clinic and in the operating room
Influence	Using appropriate interpersonal styles and methods to inspire and guide individuals toward goal achievement; modifying behaviour to accommodate tasks, situations, and individuals involved.

Innovation	Generating creative solutions to work situations; trying different and novel ways to deal with problems and opportunities.
Judgement	Committing to an action after developing alternate courses of action that are based on logical assumptions and factual information and take into consideration resources, constraints and ADHB's values.
Oral Communication	Expressing ideas effectively (including non-verbal communication) in individual and group situations; adjusting language and terminology to the characteristics and needs of the audience.
Quality – Performance Improvement Focus	Understanding of quality management principles and practices. Identifying conditions that might affect the quality of a product or service. Constantly striving to do things better, whilst focusing on the quality of service and delivery
Team Work (Cooperation)	Active participation in, and facilitation of, team effectiveness; taking actions that demonstrate consideration for the feelings and needs of others; being aware of one's behaviour on others.
Tenacity	Staying with a position or plan of action until the desired objective is achieved or is no longer reasonably attainable.
Planning & Organising	Establishing a course of action for self or others to accomplish work goals, appointments and activities; planning proper assignments of personnel and appropriate allocation of resources.
Work Standards and Self-Management	Setting high goals or standards of performance for self and others; being dissatisfied with average performance; imposing standards of excellence on self rather than having standards imposed by others.
Values Diversity	<ul style="list-style-type: none"> • Understand the significance of the Treaty of Waitangi • Display cultural sensitivity and values diversity • Displays a willingness to work positively to improve opportunities for Maori • Appreciate insights and ideas of all individuals and works effectively with these differences
Patient/Customer Orientation	<ul style="list-style-type: none"> • Develops positive working relationships with patients/ customers, identifies and seeks to meet their needs. Treats them as first priority and improves service.

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. This means:

- Using resources responsibly
- Models ADHB values in all interactions
- Maintaining standards of ethical behaviour and practice
- Meeting ADHB's performance standards
- Participating in organisation development and performance improvement initiatives
- Helping to develop and maintain Maori capability in ADHB, including developing our

<p>understanding of the Treaty of Waitangi and ways in which it applies in our work</p> <ul style="list-style-type: none"> ▪ Raising and addressing issues of concern promptly <p>THE EMPLOYER AND EMPLOYEE RELATIONSHIP We have a shared responsibility for maintaining good employer/employee relationships. This means:</p> <ul style="list-style-type: none"> ▪ Acting to ensure a safe and healthy working environment at all times ▪ Focusing our best efforts on achieving ADHB's objectives <p>A performance agreement will be reached between the employee and their direct manager and/or professional leader containing specific expectations.</p> <p>CONSUMER/CUSTOMER/STAKEHOLDER COMMITMENT All employees are responsible for striving to continuously improve service quality and performance. This means:</p> <ul style="list-style-type: none"> ▪ 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 <p>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:</p> <ul style="list-style-type: none"> ▪ 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
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