

Consultant in Palliative Medicine

Salary: £111,430 rising to £148,064 per annum (2025/26 rates) for 10 programmed activities per week. Any agreed extra programmed activities and on-call requirement will be paid in addition to the basic salary.

Hours: Flexible, we welcome full or part time

Closing date: 17/05/2026

Interview date: week commencing 25/05/2026

Sponsorship: Not applicable for this vacancy.

We are seeking to appoint a **Consultant in Palliative Medicine** to join our team at Highland Hospice, supporting people across one of the most unique, rural and diverse geographies in the UK.

This is a flexible role, and we welcome full or part-time applications. We can offer flexible working patterns and an individual job plan, including discussion around working hours and on-call commitments for the right candidates.

The opportunity

Contribute to the ongoing redesign of palliative and end-of-life care across the Highlands, working within a progressive organisation with strong partnerships.

You will be part of a service that delivers 24/7 specialist palliative care, advice and support within inpatient and community-based settings focused on enabling people to receive care in the right place.

You will also help shape how services are planned and improved for the wider population of over 200,000 people in the Highlands combining clinical practice, leadership and innovation across the system.

The role offers opportunities for the delivery of education and training.

We actively support academic interests, quality improvement work, and opportunities to contribute to research and publication, aligned to both individual and organisational priorities.

About you

We are looking for a motivated and forward-thinking consultant who brings enthusiasm and strong clinical expertise in palliative medicine. You will have an interest in developing services and improving care at scale, and value collaborative working across organisations and settings.

This role would suit someone looking to grow into a broader leadership role or shape a portfolio career combining clinical, educational, and strategic work.

Why Highland Hospice

Highland Hospice is a values-driven organisation with the ability to move quickly, innovate, and influence system change.

We offer a supportive multidisciplinary team, opportunities for professional development and leadership, and involvement in regional and national conversations around palliative care delivery. There is a strong emphasis on education, mentorship, and supporting the next generation of clinicians within palliative care.

You will have the opportunity to make a visible impact on how palliative and end-of-life care is delivered across the whole system

Why the Highlands

The Highlands offers an exceptional quality of life, stunning and accessible landscapes, easy commutes, and a strong sense of community. With more affordable housing and a different pace of living than in many urban locations, it is an ideal place to build a rewarding consultant career while enjoying a lifestyle that is increasingly difficult to achieve elsewhere.

Inverness has all the benefits you would expect of a city, together with good air and rail connections across the UK, Republic of Ireland and Amsterdam.

Terms and conditions

At Highland Hospice we believe our people are our biggest assets and understand the value in putting them first. Our approach to diversity in the workplace, health & wellbeing, innovation, and individuality is one of the reasons we are a first-choice health employer in the Highlands!

Salary will be aligned with NHS consultant pay scales. Relocation support is available. Flexible job planning will be tailored to individual circumstances. Enhanced sick pay. Continuation of SPPA pension. Discounted meals in our cafe. Plus, access to many more schemes and enhanced benefits.

This role requires a PVG Disclosure Scotland check

Interested

We would welcome informal conversations or even a visit. If you are interested in finding out more about the role, the service, or what it is like to live and work in the Highlands, please get in touch.

Contact details are in the Job Pack

Come and talk to us and see why this could be the right place to build your career in palliative medicine and support people across the Highlands.

To view the job pack and apply click on the link

[Consultant in Palliative Medicine | Highland Hospice](#)

