



**Ardgowan
Hospice**

Recruitment Pack

2026

Consultant in Palliative Medicine



Hello from the CEO

Welcome

Firstly, thank you for taking an interest in the opportunity to be our new Consultant.

Ardgowan Hospice is a fantastic place. My first day, Valentine's Day 2022, was the day I fell in love with this extraordinary organisation. I was told once that the etymology of the word Palliative is 'to cloak'. And that is what we seek to do with people needing our services, their families and friends. We want to 'cloak' them with love, care, and compassion, hopefully leaving them feeling supported at what can often be the very worst of times.



We are changing. We are undertaking a vast range of changes to our culture and the services we deliver. Our mission is to become the best wee Hospice in Scotland. On a good day, we'll tell you that we really mean the UK! Our goal is to be a centre of excellence in all we do. At the heart of that is ensuring that every person in Inverclyde requiring palliative or end-of-life care receives the best possible care, with the hospice at the centre, providing specialist treatment, education, and advice.

We want Ardgowan to reflect the people we serve and reach all parts of our community. We want dynamic, innovative, and proactive person-centred services that go well beyond the tick-box definition. Our goal is to have a staff team that is highly trained, well-supported and engaged.

The feedback we receive from our service users is overwhelmingly positive. But we want to do more - to be more. We are not short of ambition. When I started, I asked the Board for five years to radically transform our services to ensure we meet our goals. We are just over four years in, and we've come a long way. But there remains more to do.

Over the last four years, we have seen a change in the patients we serve. We have patients with increased acuity, pain management and symptom control needs, as well as some with high levels of social need. This has resulted in patients (inpatient & community) being generally younger, with increased visitor footfall and younger families needing support.

To help us continue building on the work of our previous consultant, we are looking for someone committed to helping us reduce health inequalities, as Inverclyde has pockets of some of the highest levels of deprivation in Scotland. We want to build on our growing focus on staff development, including our medics. We work well with our colleagues in primary care, but we are sure more could be done to support them with their palliative patients.

This year marks our 45th birthday, and with it, a time to reflect not just on our history but on getting to a place where, for the next 45 years, we provide services that meet the changing needs of our community. We are beginning to explore what our models of care will look like for the future. Like many hospices, we realise that we need our inpatient unit to be more responsive, and we need our community offer to be more inclusive and encompassing.

And then, just to make the game more fun, we need a building that fits our purpose. Over the next few years, the Trustees will likely need to commence a capital building project, looking for around £15 million to create a building environment that our services and the people of Inverclyde deserve. We want any building development to have at its very heart the facilities we need to provide the right services to the changing needs of our population.

I hope you find enough information in this pack to pique your interest. If you would like to have an informal conversation with me or visit the hospice, please contact me to arrange it.

Thank you for your interest, and I look forward to meeting you in due course.

Warm regards,

A handwritten signature in black ink, appearing to be 'Graham Gardiner', with a long horizontal flourish extending to the right.

Graham Gardiner

graham@ardgowanhospice.org

Job Title	Consultant in Palliative Medicine
Team	Medical, responsible to CEO
Band/Salary Range	Consultant (2025/26 rates), pro-rata for part-time hours. Any agreed extra programmed activities and on-call requirements will be paid in addition to the basic salary.
Hours	7 sessions plus on call commitment (0.5 session)
Updated	June 2026

About Ardgowan Hospice, Our Values and Behaviours

Our Mission

Ardgowan Hospice is a compassionate place of care for people living in Inverclyde who have been diagnosed with a life-limiting illness, such as cancer, heart failure, lung disease, kidney failure or neurological conditions.

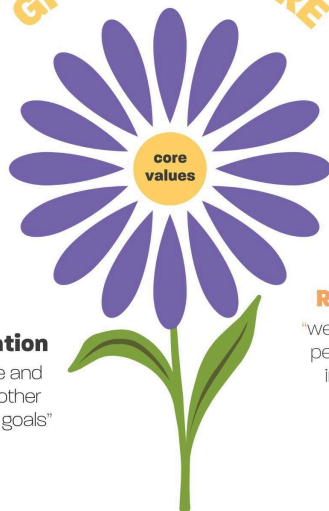
We care passionately about making every moment matter and improving quality of life.

In this role, you are expected to follow our values, demonstrating your commitment to delivering high-quality services to patients at all times.

Our Values



Grow with CARE



Compassion

"at the heart of compassion is kindness"



Appreciation

"encourage and help each other achieve our goals"



Respect

"we value each person as an individual"



Equality

"make sure nobody is excluded or left behind"



Job Summary

We are seeking a motivated Consultant in Palliative Medicine to be part of our Specialist Palliative Care Team at Ardgowan Hospice. This is an ideal opportunity to join the multidisciplinary team providing specialist palliative care across inpatient and community settings in Inverclyde.

This permanent position is based at Ardgowan Hospice, Greenock. You will work alongside two specialty doctors (1 permanent, 1 fixed term), Advanced Clinical Nurse Specialists, Community Clinical Nurse Specialist and the Inpatient Unit Nursing team as part of your role.

You will provide senior medical cover across inpatient and community settings (reciprocal arrangements are in place with St Vincent's Hospice to cover days off/annual leave). The Inpatient Unit is an 8 -bedded specialist palliative care unit, admitting patients from Inverclyde, Cowal peninsula, Bute and North Ayrshire (Largs and Skelmorlie). The Community team provides specialist palliative care across the Inverclyde area (from Kilmacolm to Wemyss Bay) and North Ayrshire (Skelmorlie).

There will also be an opportunity to provide strategic clinical leadership at the hospice, as part of the Clinical Leads group at Ardgowan Hospice. There is a strong appetite for service development and quality improvement across the clinical teams at Ardgowan Hospice. You will help explore and shape new ways of providing effective, equitable and efficient specialist palliative care across inpatient and community settings in Inverclyde. A willingness to guide positive, inclusive change alongside the existing clinical team that caters to the changing needs of the Inverclyde population is crucial. You will have an interest in systems leadership, innovation and collaboration across organisations and settings.

There will be a strong emphasis on workforce education and development, across both the specialist medical and nursing team. An understanding of the professional development needs of SAS doctors and a willingness to support this is essential.

This role offers the opportunity to be involved in the education and training of Specialty Doctors, Advanced Clinical Nurse Specialists and Clinical Nurse Specialists. We also have shadowing healthcare professionals such as Internal Medicine Trainees and doctors on taster weeks. We contribute actively to the teaching of University of Glasgow medical students and also support medical students on electives.

The successful applicant will join the Clyde Palliative Medicine Consultant on-call rota. The rota is currently a 1:6 non-resident plus prospective cover rota, which will be going to 1:7 on recruitment to this post. This involves:

- Providing 2nd on Consultant support to the 1st on call for the Clyde hospices - Ardgowan Hospice, St Vincent's Hospice and ACCORD Hospice
- 1st on call for community specialist palliative care advice across Clyde
- 1st on call for hospital palliative care advice for Clyde hospitals - Royal Alexandra Hospital and Inverclyde Royal Hospital.

Indicative Job Plan

Total number of Programmed Activities: 7 (5 DCC, 2 SPA).

Direct Clinical Care (needs may vary day to day so a degree of flexibility will be required)

- Weekly IPU ward round with further F2F review as dictated by clinical need and complexity
- Senior medical oversight across IPU and community teams
- Telephone advice (external healthcare professionals), F2F advice and F2F review as dictated by clinical need and complexity in community patients
- Participation in weekly community caseload reviews
- Participation in weekly IPU MDT
- Ad-hoc outpatient clinic review of patients as dictated by clinical need and complexity

Supporting Professional Activities

- 1 core SPA session (flexible location) - for CPD, appraisal, job planning and revalidation needs
- 1 SPA session (on-site, worked flexibly over the course of the week depending on clinical and managerial commitments)
 - Educational and clinical supervision of two Specialty Doctors
 - Teaching and supervision of medical students and other shadowing healthcare professionals, in conjunction with Specialty Doctors
 - Clinical leadership and governance including participation in Clinical Leads group
 - Service development initiatives

The precise allocation of SPA time and objectives will be agreed with the successful applicant and will be reviewed at annual job planning. This job plan is negotiable and will be agreed between the successful application and the CEO.

Day	Time	Location	Work	Type	Number of PAs
Mon	09:00-1300	Hospice	Senior medical support across IPU and community - F2F reviews and specialty advice. Patient-related admin.	1 DCC	1
	1300 - 1700	Hospice	Senior medical support, clinical supervision of the medical team, teaching, service development, audit, governance work, and CPD	0.5 DCC/ 0.25 SPA	1
Tues	Day Off				

Wed	0900 - 1300	Flexible	Core SPA: CPD, audit, clinical governance, appraisal revalidation	SPA	1
	1300 - 1700	OFF			
Thurs	0900 - 1300	Hospice	Senior medical support for IPU and Community. Involvement in community caseload review (weekly).	DCC	1
	1300 - 1700	Hospice	IPU MDT. Patient-related admin. Management: Clinical Leads meeting (weekly) and Doctors' meeting (alternate weeks).	0.5 DCC/ 0.5 SPA	1
Fri	0900 - 1300	Hospice	Senior medical support for IPU and community. Weekly IPU consultant ward round. Patient-related admin.	DCC	1
	1300 - 1700	Hospice	Leadership and organisational development, including 1:1 with CEO, governance oversight, service development Patient-related administration arising from clinical work	DCC/ 0.25 SPA	1
On-call responsibilities and additional agreed roles to be worked flexibly					
On-Call		Flexible	Category A non-resident rota. Currently 1:6 (5% supplement), anticipated 1:7.	DCC	0.5

We support flexible working at Ardgowan Hospice and are willing to consider job share arrangements to the right candidate. The contract offered will be with Ardgowan Hospice, with terms in line with BMA terms and conditions for service for the consultant contract in Scotland. We offer our own pension scheme however you are able to maintain your NHS pension if you are a member of the NHS pension scheme.

The Team

You will be responsible to the CEO of Ardgowan Hospice.

You will be responsible for the line management of:

- One permanent Specialty Doctor (0.8WTE) across IPU and community, with an interest in service development and quality improvement.
- One fixed term Specialty Doctor (0.8WTE) across IPU and community (going out to advertisement in June 2026)

Others you will be working closely with:

- Two Advanced Clinical Nurse Specialists, working across IPU and community settings
- One IPU Manager
- Three Community Clinical Nurse Specialists
- IPU Nursing team

You will be part of the Clinical Leads group, which provides oversight across clinical teams at the Hospice. It is a group chaired by the CEO, with participation from senior nursing leads, the Wellbeing team lead, and the Business Support lead.

Key Relationships - Internal & External

Internal

- As detailed above in 'The Team' section

External

- Lead GP and Lead Nurse of Inverclyde Health and Social Care Partnership
- IRH Hospital Palliative Care Team - Consultant and Clinical Nurse Specialists
- Clyde Consultants in Palliative Medicine group (St Vincent's Hospice and ACCORD Hospice)
- NHS Greater Glasgow and Clyde Consultants in Palliative Medicine group

Learning & Development

You will be expected to complete mandatory e-learning modules on Learnpro which are tailored to your role.

You are also expected to reflect on your practice, identify improvement areas and contribute to your annual personal development plan.

You will be expected to participate in annual appraisal and revalidation which will be coordinated with the NHS Greater Glasgow and Clyde appraisal team.

Job Criteria

Criteria	Application	Interview
Qualifications and training		
1. Higher medical qualification: FRCP, MRCP, FRCA, MRCGP	✓	
2. GMC-registered medical practitioner with a license to practice	✓	
3. Be on the Specialist Register, or within 6 months of confirmed entry onto it from the date of interview.	✓	
Experience, motivation, skills and knowledge		
4. Experience in specialist palliative care across a wide range of settings	✓	✓
5. Strong interpersonal and communication skills	✓	✓
6. Evidence of participating and/or leading service development initiatives across all settings with healthcare equity, effectiveness and efficiency as priorities	✓	✓
7. Demonstrates a strong understanding of clinical governance	✓	✓
8. Understanding of clinical leadership within a third sector organisation and collaboration required with internal and external stakeholders	✓	✓
Teaching, audit and research		
9. Committed to supporting education and development of the medical workforce and across the wider hospice team e.g. SAS doctor development, non-medical prescribing	✓	✓
10. Experience of design and implementation of audit programmes	✓	✓
11. Keen to support research interests within Ardgowan Hospice	✓	✓