

# Senior registrars and consultant for the Frederikshavn Psychiatric Outpatient Clinic

## Klinik Psykiatri Nord North Denmark Region



PSYKIATRIEN  
– i gode hænder



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## Introduction

The North Denmark Region is looking to employ either an experienced specialist in psychiatry (senior registrar) or a consultant in psychiatry at the Frederikshavn Psychiatric Outpatient Clinic.

Both positions are attractive because:

- The working environment is good. The outpatient clinic in Frederikshavn (and this applies to the entire Psychiatry service in the North Denmark Region) typically has a flat management structure, where pragmatic solutions with a focus on a good patient pathway are preferred. Professional discussions within an equal dialogue between specialist groups and a strong commitment often mean more than hierarchies (whether between specialities or management layers).
- Great support in the local community. In 2018, the Psychiatric Outpatient Clinic in Frederikshavn received the Patients' Award based on recommendations from patients and relatives attending hospitals in the North Denmark Region.
- Psychiatry is generally a high-priority area for the North Denmark Region. This means, for instance, a reasonable degree (for the sector) of standardisation, that there are good professional and research opportunities for self-development and that the region has a visible influence on developments in this area throughout Denmark.
- Research opportunities. If any doctor wishes to contribute to research, this will be appreciated and the opportunity to do so will be provided as far as possible, taking into account daily patient care and the psychiatry department's other operations.
- Stable finances, a balanced budget without major fluctuations. The organisational framework operates well.
- An attractive workplace. The buildings have been newly renovated, giving them a bright feel. They afford good views of local green areas and are in close proximity to both the coast and Frederikshavn town centre. Each doctor will be assigned their own office with sufficient space for carrying out both PC-based work and consultations. There is good support provided by medical secretaries. This means that there is the opportunity to dictate medical notes.
- Sound onboarding process. Klinik Nord has long and successful experience in integrating doctors coming from abroad. Continuing education, language training and a receptiveness to interactions and development among colleagues are some of the things which foreign doctors will encounter when they come to Klinik Nord.
- Effective cooperation with the primary sector as a main priority.
- The area around Frederikshavn is very scenic, with plenty of space for every inhabitant. Skagen Odde, where the Kattegat meets the North Sea, the sprawling beaches, the light, and a friendly, positive, surrounding local culture make an impression. Frederikshavn is a traffic hub with ferries to both Sweden and Norway, with visitors adding an international touch to the town's life. This is where you go and settle down if you want tranquillity, safe neighbours and wonderful nature to enjoy – and to make a difference to the local area.
- Frederikshavn has well-run nurseries and schools, and the crime rate is very low.

## About the Frederikshavn Psychiatric Outpatient Clinic

The Frederikshavn Psychiatric Outpatient Clinic is a general psychiatric outpatient clinic organised into two teams based on diagnoses made:

- Affective team
- F-ACT team (psychosis team)

Staff are permanently attached to one of these teams, but flexibility is required in order to provide treatment across the entire general psychiatric diagnostic spectrum.

A holistic approach is pursued. This means that the patient is seen as a unique human being. In the Frederikshavn Psychiatric Outpatient Clinic, the focus is on interdisciplinary and cross-sectoral cooperation and a working environment where the responsible and dedicated staff can develop for the benefit of their patients.

Interdisciplinary and cross-sectoral cooperation in complex patient pathways is considered important, which is why we work closely with specialised units in the Psychiatry service to ensure that patients receive the best possible treatment. At the same time, close cooperation is also ensured with local authorities and addiction centres.

The management of the outpatient clinic wants to:

- involve staff in making decisions
- give staff freedom subject to responsibility
- contribute to a culture of helping each other
- create an environment where you can be creative and try out new methods
- develop staff's skills in their areas of interest.

You can see that it is working. There is a very special group dynamic within the teams, where a responsible and dedicated staff focus on the patient as a human being.

Today, there are several vacancies for medical staff. These vacancies are currently covered by locums, but Klinik Nord now wants to attract a permanent senior registrar or a consultant who can become part of the outpatient clinic in Frederikshavn. It should also be noted that the vacancies are due to a general shortage of psychiatric specialists in Denmark.

### Facts and figures about the organisation

There is a total of 20 staff in the outpatient clinic. There is a manager of the outpatient clinic (and the adjacent inpatient ward), who is responsible for administration and finances. The consultant will be responsible for the treatment provided and is in charge of doctors in the outpatient clinic. Consultants and senior registrars refer to the medical director.

The remaining staff comprise specifically 3 doctors (including the clinical director), 3 psychologists, 6 nurses, 3 medical secretaries, as well as a social worker and a peer employee.

The number of outpatient visits (including home and external visits), together with telephone and video consultations, came in 2020 to a total of 5,812.

This included 2,353 video and telephone consultations.

Therefore, the number of "physical" outpatient visits was: 3,459.

Patients admitted: 305.

The catchment area is Frederikshavn and Læsø municipalities (number of inhabitants in Frederikshavn municipality: 59,000. Number of inhabitants in Læsø municipality: 1,900).

## Duties

The senior registrar or consultant will play a key role in patient care and in the development of psychiatric services in Frederikshavn. More specifically, this entails:

### For a senior registrar (experienced specialist):

- Outpatient treatment of patients with referrals
- Pharmacological treatment
- Organisation of psychotherapy
- Exploratory conversations to assist in the diagnosis and/or assessment of suitability for psychotherapy
- Documenting notes in electronic medical records
- Professional coordination and interactions across the clinic
- Ensuring cooperation with the other specialist groups and the consultant
- Clinical training of doctors
- Possible contribution to research

In addition, **as a consultant**, you will also be responsible for:

- The quality of the outpatient clinic in professional terms
- Professional management and interactions with senior registrars, nurses and other staff
- Doctors on call

Medical staff will carry out their duties taking into account:

- The vision of providing safe and effective patient pathways across clinics, hospitals and sectors with the focus being on people
- The clinic's budget allocated by the psychiatry management team, including key performance targets in selected key areas
- The clinic's development plans
- Quality requirements described in national and regional standards
- Contractual conditions and staff and health and safety policy guidelines
- The clinic's programme for skills development and career planning, given the common framework supporting the clinic's learning environment as well as quality, development and any research activities.

## Candidate profile

In the final selection, both experience and personal skills will be taken into consideration.

### Formal skills/experience

Candidates for the senior registrar position are expected to:

- Be a psychiatry specialist

- Have or be able to obtain Danish authorisation to practise as a psychiatry specialist
- Have (preferably) 3-5 years of clinical experience
- Have (preferably) a background in (or great interest in) general psychiatry
- Be able to communicate professionally in a Scandinavian language or English. It is expected that you will attend and pass a course in Danish within 12 months of your employment, if you are not Danish speaking.

In addition to this, candidates for the consultant position are expected to be able to meet assessment requirements for consultants in Denmark.

## Personal skills

The ideal candidate for the senior registrar position is expected to:

- Be passionate about general psychiatry in a small clinic where they will encounter all types of patients
- Have good collaborative skills, and both enjoy and engage constructively in psychiatry's relational and interdisciplinary form of cooperation
- Demonstrate great personal drive that spreads energy and optimism
- Be creative, dynamic, flexible and organised in their work
- Be socially aware and competent; empathetic, honest and accommodating

In addition, the ideal consultant candidate typically:

- Is a competent and independent professional leader who is able to set the direction and stay focused in an everyday environment where different requirements must be reconciled
- Is a credible and competent communicator
- Can motivate and provide professional feedback to medical, nursing and other colleagues and to the department's management.

There will be opportunities for research, but this is not a requirement. There is good collaboration with the North Denmark Region's Psychiatry Research Unit, which is located in Aalborg.

## About the Psychiatry service in the North Denmark Region

The Psychiatry service in the North Denmark Region works on the basis of the vision: "The Psychiatry service in the North Denmark Region wants to create safe and effective patient pathways with the focus being on the patient."

Ensuring consistent and effective patient pathways with an experience of real patient involvement is the absolute main focus. Therefore, the efforts in the Psychiatry service should be focused on the core task: prevention, examination, treatment and care, follow-up and rehabilitation of patients with serious mental illnesses. In addition, multi-pronged efforts must be made to prevent and reduce the use of coercion, and powerful action must be taken to address inequality in the health of psychiatric patients.

The overall input involved in caring for patients must be provided on the basis of well-coordinated collaboration between relevant actors, where dialogue and cooperation are the main priorities and where great emphasis is placed on treatment and care being well documented and of high quality. Making evidence-based treatment a priority, combined with increased and targeted specialisation, provides the support required to carry out the therapeutic objectives and activities.

Psychiatry is an area under political scrutiny and its status is evolving positively, backed up with good professional results.

Klinik Psykiatri Nord is an organisational unit under the Psychiatry service in the North Denmark Region. The clinic is responsible for adult psychiatric provision in the northern and western parts of the region and handles investigations, diagnostics and treatment within the medical specialty of psychiatry.

The clinic has treatment centres in several locations in the region. Most functions are grouped together at Brønderslev Psychiatric Hospital. In addition, there are treatment centres in Frederikshavn, Hjørring, Nykøbing Mors and Thisted. It is the psychiatric outpatient clinic in Frederikshavn for which Klinik Psykiatri Nord is now seeking a senior registrar or consultant.

## Terms and Conditions of Employment

The position is a 37-hour week, and the salary according to the applicable collective wage agreement.

To work as a medical doctor in Denmark you are required to obtain authorisation and permission to work independently as a medical doctor. You can read more about the application process via the links below.

To work in the Danish health care system, you will also be required to demonstrate your Danish language proficiency. This means that you must be able to understand, speak, read and write Danish on a certain level. To demonstrate your Danish language proficiency, you need to pass the language test "Test in Danish 3" (Danish 3 Exam) no later than 12 months after your employment. Read more here.

The daily workplace is at the Frederikshavn Psychiatric Outpatient Clinic, Skelvej 24, DK-9900 Frederikshavn. A degree of flexibility may be offered, especially during an induction period, but it is generally expected for doctors to be present in person on a daily basis. In the case of commuting, accommodation may be agreed.

## Further information and application

Anyone who is interested in applying for the vacancy based on this description is very welcome to contact Thomas Gajhede at Mercuri Urval on +45 2084 1030. All enquiries will be treated in confidence and the recruitment panel will not be informed without prior agreement.

You can find out about rules, the authorisation process and life as a foreign doctor in Denmark at:

<https://rn.dk/service/english/the-north-denmark-region-as-an-employer>

<https://www.laeger.dk/english>

<https://en.stps.dk/en/health-professionals-and-authorities/>

<https://www.workindenmark.dk/>

The recruitment process is administered by Project Coordinator Anne Marie Bak, telephone no. +45 5076 1214, email: [annemarie.bak@mercuriurval.com](mailto:annemarie.bak@mercuriurval.com).

If you are interested in the job, you can upload your application and CV on [www.mercuriurval.dk](http://www.mercuriurval.dk) (reference number: DK-08479). The deadline for submitting applications is 6 January 2022.