

Consultant Physician in Respiratory Medicine

Nykøbing Falster Hospital

JOB DESCRIPTION AND REQUIREMENTS PROFILE



Introductory background

Region Zealand has entered into an agreement with Mercuri Urval for the recruitment and selection of a Consultant Physician in Respiratory Medicine to Nykøbing Falster Hospital.

This memorandum was prepared by Mercuri Urval on the basis of available written materials as well as interviews with several individuals in the medical department

The job description and requirements profile constitutes a common framework of understanding for the Recruitment Committee and Mercuri Urval in relation to the area of responsibilities and the profile of the physician, thus providing the basis for the selection of candidates for interviews and for the final decision on the candidates' suitability.

The job description and requirements profile additionally serves the following purposes:

- The profile may be included in the responses to questions from applicants who, on the basis of the job posting/recruitment process, desire additional information
- The profile provides a basis for assessing the personal and professional qualifications of the candidates in relation to the formulated requirements and expectations.

The Department of Internal Medicine

The Respiratory Medicine Section is part of The Department of Internal Medicine at Nykøbing F Hospital that covers an area of approximately 150,000 citizens and has a high level of outpatient services.

The Internal Medicine Department at Nykøbing F. Hospital has five specialized sections with a total of 140 beds and associated outpatient clinics. The department is specialized in respiratory medicine, cardiology, gastroenterology, endocrinology, and geriatrics.

The department is led by the Head of the Department of Internal Medicine, Christian Søren Christiansen and Chief Senior Nurse, Rikke Steener Olsen. The department currently has 4 specialists in respiratory medicine, 31 specialists in other medical specialties, and 21 junior doctors. With the rest of the nursing staff, a total of approximately 450 people are affiliated with the department.

The Respiratory Medicine Section has 29 beds and treats approximately 4,300 patients per year. The average length of a stay is 4.5 days.

The section handles the treatment of COPD exacerbation, pneumonia, empyema, body box measurements, tests for asthma, spot tests, NO-measurements, and bronchoscopy. Furthermore, transcutaneous CO₂ measurement is used.

The section also has non-invasive ventilation, percutaneous CO₂ measurement, mobile ultrasound equipment and uses pleural drainage. Furthermore, the section has an outpatient nursing function that treats patients at home with oxygen and NIV. In addition, treatment of TB patients is carried out.

The position

As a consultant in respiratory medicine your working days varies a lot and you are expected to fulfil various functions and see a wide range of patients. We offer a lot of flexibility and a part-time position is also an option.

Job title	Consultant
Organizational placement	Refers to the Head of the Department of Internal Medicine
Area of responsibility and competence	<p>A consultant must contribute to:</p> <ul style="list-style-type: none"> • Ensure continued professional development, which is based on a high degree of evidence and interdisciplinarity, so that the department is always at the forefront – both professionally and clinically. • Perform clinical functions within the department's field of work. • Contribute to the implementation of the department's mission, vision, and strategy. • Ensure the best possible resource utilization and stimulation of the collaboration medically and interdisciplinary within one's own specialty - in-house and cross-sector. • Optimize the employees' working environment through collaboration and delegation. • To actively participate in clinical and theoretical teaching of the department's junior doctors and other staff. • As consultant you may also be assigned well-defined administrative tasks by Director.
Professional development	The chief physician is obliged to update and further develop his/her personal and clinical competencies as well as actively participate in relevant development initiatives.

Your profile

We expect that you have the following experience and skills:

- Are a specialist in respiratory medicine
- Are a trained medical doctor in respiratory medicine

We expect you to have the following personal expertise, skills, qualities and attributes:

- A strong adherence to professionalism and a strong commitment to learning new things and developing your skills
- Capable of maintaining an overview and remaining calm — even in pressured situations
- Responsible and capable of exercising decision-making authority
- Flexible and willing to adapt
- An infectious sense of commitment and sense of humour
- Ability to work collaboratively and proactively in the dialogue with patients, colleagues, relatives, etc.

In addition, we expect you to have the following personal and professional skills in each of the seven doctor roles listed below:

1. **Medical expert:** Diagnostic and therapeutic skills essential to provide competent and effective assessment, preparation and treatment.
2. **Communicator:** Can communicate understandably, precisely and empathetically; can listen, discuss and provide relevant information to patients and their relatives as well as to colleagues and other staff.
3. **Interpersonal skills:** Works together effectively with all employees and primary sector care; contributes effectively in interdisciplinary activities.
4. **Organiser/leader/administrator:** Makes use of and prioritises resources efficiently and effectively; balances patient care, educational tasks, administrative functions, quality development and external activities.
5. **Health promotor:** Contributes effectively to increased health in patients as well as in inhabitants of the community in general; recognises and responds to the areas where information is required.
6. **Scholar:** Applies a personal strategy for continuous skills development; critically assesses information; facilitates learning with patients, colleagues, doctors in training, students and other staff groups; contributes to the development of new knowledge.
7. **Professional:** Provides high quality patient treatment and care with integrity, honesty, compassion; exhibits appropriate personal and compassionate behaviour; practices proper ethics in accordance with the Hippocratic Oath.

Nykøbing Falster Hospital

Nykøbing Falster Hospital is one of Region Zealand's four hospitals where patients can receive both emergency and scheduled treatment, either as an in-patient or an out-patient. Nykøbing Falster Hospital is an attractive and modern hospital.

Nykøbing Falster Hospital serves approximately 150,000 people from Lolland, Falster and South Zealand and has, as per 1 March 2020, 264 beds and a wide range of outpatient services.

Overlooking scenic Guldborgsund, Nykøbing Falster Hospital is the hub for professional health and medical care for Lolland, Falster, Møn and South Zealand, both as a training facility, workplace, and as an acute care hospital offering the highest levels of professionalism and service. In 2018, a large new building was inaugurated. The buildings cover approx. 9,000 m² and include a new intensive care unit, expansion of the Emergency Ward and wards.

The vision for Nykøbing Falster Hospital

At our core, we work for:

- **High level of quality** and **patient safety** in the field of diagnosis and treatment
- **Rapid assessment, diagnosis and treatment** of emergency patients
- A high level of **coherence and coordination of patient pathways** across specialisations and sectors
- To involve patients in their own pathway in order to ensure the **best possible experience** for both patients and their loved ones.

The hospital management at Nykøbing Falster Hospitalet wishes to maintain and develop Nykøbing Falster Hospital as an attractive and modern hospital, with high quality care and continuity in the individual patient pathways at the forefront. The goal is a patient pathway that is good, secure and optimally coordinated, without unnecessary waiting times. The patient is at the centre and must experience inclusion, accessibility, attention, receiving clear information and follow-up.

The hospital management is working to establish and develop additional offers for the local inhabitants, so that after 2022 we can also offer appropriate patient pathways and proximity to the treatment services we offer.

The hospital is among the frontrunners in the field of acute care where, not least via the cooperative activities with Harvard Medical School in Boston in the USA and with Region Skåne in Sweden, there is a strong focus on the continuous development and training of highly qualified doctors and nurses.

Work is underway to create a “hospital without borders” with regard to cooperation both internally across specialisations and externally with other hospitals, general practitioners and municipalities. The philosophy must be adhered to by all employees in such a manner that it is felt by patients. Each patient must experience his or her pathway as coherent and well-coordinated, whether it requires the involvement of different specialisations and functions, or the involvement of the general practitioner and/or municipality.

An excellent working environment

Nykøbing Falster Hospital employs a large number of people. A good working environment is the prerequisite for being able to provide good quality in examinations, diagnosis, treatment and care. The hospital prioritises professionalism and the core tasks in its clinical work, including research and development tasks.

At the core of Nykøbing Falster Hospital are our three fundamental values: Take good care of the patient, pay attention to finances, and take care of each other. This is expressed through a high level of patient and employee involvement. Nykøbing Falster Hospital is characterised as being at the forefront when it comes to developing organisational and collaborative forms, with a focus on highly specialised functions, especially within multimorbidities and cross-sectorial initiatives.

Research

Nykøbing Falster Hospital works with research in a large number of fields and disciplines and has a special research unit which is tasked with, among other things, supporting and developing research and development throughout the hospital. The hospital has two professorships, two associate research professorships and six doctoral students earning their PhDs.

Two major regional research projects are housed at Nykøbing Falster Hospitalet: the “Lolland-Falster Health Study,” which is the largest Danish study of a rural population to date and involves up to 100 researchers, and the “Bridge to Better Health,” which focuses on the general population of Lolland and Falster across age, sex, ethnicity and health profile. The objective is to increase the level of health. Moreover, the hospital collaborates extensively with other hospitals and the universities.

Education

Nykøbing Falster Hospital is the training ground for a wide range of professional groups. One key responsibility is to train specialist doctors, and the hospital has about 36 main educational positions in various specialisations, for example in medicine and surgery. In addition, there are 17 entry-level positions in several specialisations and 26 pathways for newly qualified doctors in basic clinical training. The hospital helps to train general practitioners who undertake an internship at the hospital as a fixed part of their training.

Nykøbing Falster Hospital places significant emphasis on being an attractive educational establishment that provides excellent conditions for students. The hospital seeks to establish the best framework for the students at Nykøbing Falster Hospital, both when it comes to professional challenges and development opportunities and to social and other frameworks.

Specialising in working together

At Nykøbing Falster Hospital, professional specialisation and development must go hand in hand with close cooperation and mutual assistance across all specialisations and professional groups in the hospital. At the same time, the close partnership with municipalities, general practitioners and other hospitals must continue to be developed and strengthened. With this as a basis, we can and will further develop an attractive and modern acute care hospital, where high quality and continuity for the individual patient is paramount.

We want to be both the natural first choice for patients and a sought-after workplace for employees and students. The patient must be at the centre and must experience accessibility, understanding, clear information and follow-up. The patient pathways must be organised with respect for both the patient and their family.

Specialists in acute and chronic diseases

Nykøbing Falster Hospital is to be specialised in managing the acute and chronic diseases that befall patients in the immediate region, and we shall perform our tasks across traditional borders and in a manner that optimises use of the total resources available.

Nykøbing Falster Hospital is thus constantly evolving both professionally and organisationally, and in relation to its physical framework.

You can read more about Nykøbing Falster Hospital here:

- [Region Zealand's Hospitals, Coherence and Specialisation \(NFS\)](#)
- [About the Hospital – see the website](#)

You can read more about Region Zealand, of which Nykøbing Falster Hospitalet is a part, [here](#).

Moving to Denmark and Nykøbing Falster

Region Zealand has professional and well-designed on-boarding processes and will assist you and your family throughout the moving process. Read more in the attached document: "It's Great Working for us."

There are flexible working hours and the possibility to organise your work week, so there is a good balance with your private life. This applies whether you live in Nykøbing Falster, in Copenhagen (1.5 hours' drive), or in Malmö (2 hours' drive).

On weekdays, there is bus transport from Copenhagen (the Capitol of Denmark) directly to Nykøbing Falster Hospital arranged by the hospital, with return journeys both in the morning and in the afternoon corresponding to the shift changes, so you have the possibility to adjust your working hours accordingly.

We assist with your and your family's relocation

Region Zealand can offer a wide range of services. We work together with Relocation Scandinavia, which will assist you with all the practical aspects relating to your relocation from your home country to Denmark.

This includes, among other things, assistance in processing paperwork and contacts with the Danish authorities prior to arrival, help finding temporary accommodation and more permanent housing, introduction and registration with schools or day-care facilities, and an introduction to banking services, personal insurance brokers and tax professionals. In addition, Region Zealand reimburses moving expenses up to EUR 2,000 for a single person and up to EUR 2,600 for couples/families.

Where to live?

Guldborgsund Municipality is a wonderfully scenic area and offers excellent opportunities for a good work-life balance.

Guldborgsund has charming towns and villages with good private and public schools including pre-schools, plus extensive opportunities for water and sports activities. The infrastructure and facilities are excellent, and it is easy to become part of the local communities. The main town, Nykøbing Falster, is the centre for business, culture and education for the whole of Lolland-Falster.

Property prices are attractive, so your money goes further. You will find all types of accommodation here, whether you prefer urban life or would rather live near woodlands or the shore. With a coastline of 274 km, we are surrounded by the beautiful sea, where opportunities to sail, fish and swim abound. We have vast woodlands and areas of natural beauty, offering every opportunity to enjoy an active outdoor life.

Guldborgsund Municipality can provide all the help you and your family need, both in terms of moving to Denmark and becoming integrated into the local community. You can read more [here](#).

How to learn Danish?

A prerequisite for working at Nykøbing Falster Hospital is that you learn the Danish language. Region Zealand has some very good and effective courses that you will be offered, even before you start in your position.

The compulsory language course included in the job offer is an important and prioritised part of the recruitment and integration process. In cooperation with the language school and a personal one-on-one teacher, you will participate in a customised and highly intensive language course that will prepare you to take on the job.

Talk to a colleague

As an integral part of the recruitment process, we also offer the opportunity for you to speak with a colleague at Nykøbing Falster Hospital who has previously undergone the same career change as you and moved to Denmark to work and live.

Terms and Conditions of Employment

As a physician you will work 37 hours on average per week. The salary we offer is based on current agreements including seniority, qualifications, shifts, etc. and the possibility of extra payment if you work more than 37 hours in a week. For danish standards physicians are very well paid.

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 though this [link](#). Be aware, that if you are a citizen of a non-EU country and/or have completed medical training in a non-EU country it may take several years to obtain Danish autorisation and permission to work independently as a medical doctor.

The recruitment process

Qualified and motivated candidates will be invited to an interview to discuss the position on an ongoing basis but please apply no later than Sunday 1st of July 2021.

Anyone who is considering applying for the vacancy based on this description is very welcome to contact Line Møgelvang, consultant at Mercuri Urval, on +45 4167 8243. All inquiries will be handled confidentially.

The recruitment process is administered by Project Coordinator Sofie Fogh-Andersen, telephone +45 3022 0321.