

Consultant in Anaesthesiology for the Department of Anaesthesiology Nykøbing Falster Hospital Region Zealand

JOB DESCRIPTION AND REQUIREMENTS PROFILE

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Introductory background

Region Zealand has entered into an agreement with Mercuri Urval for the recruitment and selection of a Consultant Anaesthetist (with the possibility of hiring more than one) for the Department of Anaesthesiology at Nykøbing Falster Hospital.

This memorandum was prepared by Mercuri Urval on the basis of available written materials as well as interviews with several people in the Department of Anaesthesiology.

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 a Consultant Anaesthetist (*overlæge*), 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 personal and professional qualifications of the candidates in relation to the formulated requirements and expectations.

About the position

The position as Consultant Anaesthetist (*overlæge*) at the Department of Anaesthesiology would be attractive to the developmental-oriented and ambitious candidate who wants to be challenged both personally and professionally. We have many career opportunities for the professionally competent, ambitious and developmental-oriented Consultant Anaesthetist.

As Consultant Anaesthetist at the Department of Anaesthesiology you will have a high degree of participation in the tasks and responsibilities within your area along with a high degree of autonomy. This means, that you can – depending on your qualifications and experiences – get your own functional area or become a specialist consultant in anaesthesiology.

Your tasks and areas of responsibility include:

- Professional development and research in the field
- Further development of outpatient patient pathways with a focus on research, dissemination of information, and optimisation of workflows
- Training and working on developing the Department's junior doctors
- Contributing to establishing a good working environment
- The hospital has a large training laboratory in simulation training, which the future consultant is also expected to provide input on the issues related to the specialisation.

You are obligated to keep your knowledge up-to-date and further develop your personal and clinical skills plus actively participate in relevant development actions. It is a desire that you commence a master's degree, diploma, EDIC or SSAI programme, in the case you have not already acquired such a qualification.

As Consultant in Anaesthesiology you will work 37 hours per week. With the right qualifications, degrees, a limited amount of extra-work, nightshifts, and work on sun- and holidays, you'll be able to earn more than the needed 9.100 € (pension included) per month that allows you to a guaranteed tax-scheme on 32,84%. The tax-scheme is targeted high-paid specialists and scientists moving to Denmark. All in all, a very attractive pay packet.

You are offered a tremendous amount of flexibility in the organisation of your work week. It is up to you whether you want to pack all your working hours in 2, 4 or 5 days, and whether or not you want to be on-call.

About your profile

The Department of Anaesthesiology is looking for a Consultant Anaesthetist who is motivated to shape and develop the hospital of the future in Nykøbing Falster.

Irrespective of whether you live in Copenhagen, Aalborg, Hamburg or Ystad, etc., you can organise your work week with great flexibility. We have a place for those who want to work every day of the week, those who would rather work long hours for fewer days, and also a place for those who would prefer to be on-call. And everything in-between.

We expect that you will have the following experience and skills:

- Authorisation as a specialist in anaesthesiology
- Minimum 5 years' experience as a specialist in anaesthesiology
- Broad experience in the anaesthesiologic field with both acute and elective interventions
- Preferably an interest in exercising leadership
- Interested in working widely among the various departments in the hospital
- Have a good command of the Danish language – or are motivated to learn it

We expect you to have the following personal and professional skills in each of the 7 roles of a doctor listed below, at a level similar to what one would expect from a seasoned specialist:

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 with patients and their relatives; can listen, discuss and provide relevant information with patients and their relatives as well as with your 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.

In addition, we expect you to have the following personal expertise, skills, qualities and attributes:

- Has a strong commitment to professionalism and places the patient's needs at the centre
- Maintains an awareness of quality and has high standards for the solution to the task
- Has a desire to contribute to creating a good educational and research environment with a focus on learning
- Has a collaborative attitude and has the desire to contribute to the good, informal and dynamic atmosphere
- Is inquisitive, development-oriented, flexible and with a high level of energy. If you also have a desire to work on developing something that fundamentally changes patient care, that would be fantastic – we certainly have the community and ambition for that.

About the Department of Anaesthesiology

Structure of the Department

The Department of Anaesthesiology conducts a total of approximately 5,300 general anaesthesia procedures per year and assists with about 1,000 births each year. The Department is led by the Head of the Department, Ninna Rose Holm, in close interaction with the chief nurse.

Currently, the Department has 5 filled entry-level positions and 2 filled senior registrar medical positions. In addition, 2 doctors are engaged in the evaluation appointment, a doctor in primary emergency medical training and 2-3 entry-level -plus doctors.

The interdisciplinary cooperation between doctors and nurses and the other staff of the hospital is functioning well and respectful. The collegial working environment is generally healthy, dynamic and positive.

The Department is organised into the following sections and units:

- Anaesthesiology
- Surgery Department
- Post-Anesthesia Care
- Intensive Care
- Central Sterile Supply Department

Anaesthesiological services are provided on the operating room corridor in the specialisations gynaecology/obstetrics, abdominal surgery and orthopaedic surgery. Outside the operating room

corridor, MRI scans are conducted, Botox injections to children are given and the inserting of permanent catheters and DC conversions are performed.

The Intensive Care Unit ward has 7 beds and 2 places for recovery for awakening patients after 7 pm on weekdays and 24 hours a day on weekends. In 2018, the ward for the Department of Intensive Care Unit moved into new well-appointed and bright rooms overlooking Guldborg Sund, to the delight of the patients and the staff.

In addition to the tasks on the operating room corridor, anaesthesia services are provided for acute tasks such as trauma reception and resuscitation, cardiac lung rescue, emergency supervision for critically ill patients in the hospital and the insertion of epidural catheters for nutritional intake.

Research, education and development at the forefront

The Department of Anaesthesiology prioritises research, in-service training and the teaching of junior doctors and takes pride in developing new talent. The Department has decided to take the lead in talent development. Specifically, this means that all employees receive an individualised skills development plan, where the Department is prepared to invest in you to ensure that you can enhance your expertise and we can perform the tasks together. This may be skills development via medical, managerial and/or research-based specialisation.

For several years, the hospital has worked in a dedicated manner with Patient Reported Outcome (PROs) and is today one of the hospitals – in both a national and international perspective – that has come furthest with patient reported efficacy, i.e. outcome, documentation.

Over the past few years, the Department has built a culture where all junior doctors in the Department have independent research projects and are afforded six weeks with pay to spend on this. Dr. Finn M. Radtke is employed as a research associate professor with the “[Safe Brain Initiative](#)” research area, and we are also getting ready preparing research for nurses. The research associate professor is responsible for his own area of research and advises doctors during the course of their training.

In other words, we build a strong documentation and evidence of what works.

The Department focuses on further in-service training of specialist doctors and has several specialist doctors employed in the Department, who are pursuing a master’s degree or obtaining a diploma, and the hospital has a specific focus on further education via a formalised cooperation with CAMES – Copenhagen Academy for Medical Education and Simulation. Read more details [here](#).

In addition, Nykøbing Falster Hospital has recently inaugurated a new Centre of Research and Education in General Practice that will accommodate activities in the fields of research, innovation and education. The centre has been named the House of Athena - Knowledge and innovation, after the Greek goddess of wisdom and science.

Flat and dynamic structure, with an expansive latitude of action and autonomy

The Department is in a stage of rapid professional and organisational development, which you will have a significant influence over and the opportunity to influence with your ideas and professional expertise. Professional development is the focal point of collegial cohesion, and from there it is not far from thought to action.

The Department takes great pride in achieving a situation where we bring the ends together and bringing those who can and desire to be at the forefront all the way to the forefront. This means that

you can expect to be challenged and develop both personally and professionally, while solving meaningful, socially important and beneficial tasks. If you have a good idea for a research project, skills development, optimisation of patient pathways, organisational improvements or anything of this nature, there is a wide-open framework with a latitude to pursue it and put it into practice.

About Nykøbing Falster Hospital

Nykøbing Falster Hospital (NFS) is one of Region Zealand's four hospitals where inhabitants can receive both emergency and planned treatment, either by being an inpatient or as an outpatient. NFS is a very attractive and modern hospital.

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

Located overlooking scenic Guldborg Sund, Nykøbing F. Hospital is the health centre of Lolland, Falster, Møn and South Zealand, both as a training site, workplace and as an acute care hospital with the highest professionalism and service. In 2018, a large new building was inaugurated. The buildings contain approx. 9,000 m² with a new intensive care unit, expansion of the emergency department and wards.

The Vision for Nykøbing Falster Hospital - NFS

At our core, we essentially 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 F. Hospitalet desires to maintain and develop Nykøbing F. 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 personal development and training of highly qualified doctors and nurses.

Work is being done to create a "hospital without borders" in relation to cooperation both internally across specialisations— and externally in relation to other hospitals, general practitioners and local governments. The philosophy must be adhered to by all employees in such a manner that it is felt in

patients. Each patient must experience his or her pathway as coherent and well-coordinated, whether it requires the involvement of different specialisations and functions, as well as the involvement of the general practitioner and/or municipality.

A proper working environment

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

At the core of Nykøbing F. Hospital are the three fundamental values: Take good care of the patient, paying attention to finances and costs, and take care of each other. This is expressed via a high level of patient and employee involvement and interaction. Our hospital is characterised by leading the way and being at the forefront when it comes to developing organisational and collaborative forms, with a focus on highly-specialised functions, especially within multi-disease and intersectoral initiatives.

Research

Nykøbing F. 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 research associate professors and six PhD students.

Two major regional research projects are housed at Nykøbing F. Hospitalet: the “Lolland-Falster Health Study,” which is the largest Danish study of a rural population to date and involves up to 100 scientific researchers, and the “Bridge to Better Health,” which focuses on health measures for the general population of Lolland and Falster across age, gender, ethnicity and health profile. The objective is to improve equity in health and increase the level of health. The hospital also has various cooperative relationships with other hospitals and with universities.

Education

Nykøbing F. Hospital is the training ground for a wide range of professional groups. A 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 have an internship in the hospital which is an internship part of the training.

Nykøbing F. Hospital attaches immense importance to being an attractive educational establishment with providing good preconditions for the students. The hospital seeks to establish the best framework for students at Nykøbing F. Hospital, both in relation to the professional challenges and personal development opportunities as well as in relation to social and other frameworks.

Specialising in community and working together

At Nykøbing F. Hospital, professional specialisation and personal development must go hand in hand with close cooperation and mutual assistance between all specialisations and professional groups in the hospital. At the same time, close cooperation with local governments, 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 of residents and a sought-after workplace for employees and students. The patient must be at the centre and experience accessibility, understanding, clear information and follow-up. The patient pathways must be organised with respect to both the patient

and their immediate family.

Specialists in acute and chronic diseases

Nykøbing F. Hospital shall be specialised in managing the acute and chronic diseases that befall patients in the immediate region, and we must properly perform our responsibilities and tasks disregarding traditional borders along with in a manner that best uses the total resources in an optimised way.

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

You can read more about Nykøbing F. Hospital here:

- [Region Zealand's Hospitals, Coherence and Specialisation \(NFS\)](#)
- [About the Hospital – see the website](#)
- You can read more about Region Zealand local government, of which Nykøbing F. 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 appendix: "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, Copenhagen (1.5 hours' drive), Hamburg (a 3.5 hours' drive), Berlin (a 4.5 hours' drive) or anywhere else in the world.

We assist with your and your family's relocation

Region Zealand has a wide range of services it can provide. 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.

Among other things, this includes assistance in processing paperwork and contacts with to the Danish authorities prior to arrival, assistance in finding temporary accommodations and more permanent housing, introduction and registration with schools or day-care facilities, and 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 preschools; plus extensive possibilities 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 accommodations here, whether you prefer urban life or would rather live near woodland or the shore. With a coastline of 274 km, we are surrounded by the beautiful sea, where possibilities 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 offers all the help you and your family need, both in terms of moving to the country and becoming integrated into the local community. You can read more in this booklet: ["Welcome to Guldborgsund."](#)

How to learn Danish?

A prerequisite for taking on the job as Consultant Anaesthetist 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 taken the same career change as you and has moved to Denmark to work and live.

Terms and Conditions of Employment

As Consultant in Anaesthesiology you will work 37 hours per week. With the right qualifications, degrees, a limited amount of extra-work, nightshifts, and work on sun- and holidays, you'll be able to earn more than the needed 9.100 € (pension included) per month that allows you to a guaranteed tax-scheme on 32,84%. The tax-scheme is targeted high-paid specialists and scientists moving to Denmark. All in all, a very attractive pay packet.

Commencement of work is expected on 01/01/2021 or shortly thereafter.

The recruitment process

If you find the job position interesting to you and relevant for your background, the application and CV can be uploaded via this [link](#). The deadline for submitting applications is 16 November 2020. Qualified and motivated candidates will be invited to interviews in relation to the position as the schedule permits.

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

The recruitment process is administered by Project Coordinator Lene Boesgaard, telephone +45 5076 1205.