IMAGING

Senior Radiographer (CT and General)

Join the growing team at Welbeck's new £30m centre at Jordan Hill, Oxford, opening in 2027 — consultant-led specialist care and a premium, personalised patient experience.

LOCATION

Welbeck Oxford, Jordan Hill

REPORTING TO

CT Superintendent Radiographer

CONTRACT

Permanent

About Welbeck Oxford

Welbeck Oxford is a new £30 million private healthcare centre at Jordan Hill Business Park in North Oxford, opening in early 2027 as Welbeck Health Partners' first centre outside London. Designed around same-day diagnosis and treatment, it brings together laminar-flow day-case theatres, an endoscopy unit, a Mohs lab and procedure suites with en-suite recovery pods, two MRI scanners, CT, cone-beam CT and digital X-ray, and an on-site pharmacy with a temperature-controlled dispensing robot. Around 80 leading clinicians have already partnered with the centre across 12 specialties. It is easily reached from the A40, A34 and M40 and Oxford Parkway station. Welbeck's flagship centre is at 1 Welbeck Street, London.

Welbeck Oxford was established by a group of leading clinicians with a shared vision to create a state-of-the-art private day-case centre serving Oxford and the surrounding region.

The centre provides a comprehensive range of outpatient diagnostic, procedural, and day-case interventions within a modern, purpose-built environment. Services include specialties such as Ear, Nose & Throat, Cardiology, Respiratory, Orthopaedics, Gynaecology, Dermatology, Ophthalmology, and Gastroenterology.

The day surgery unit provides pre and post-operative care for patients undergoing a range of surgical procedures on a day case basis. All surgical admissions are admitted for surgery through the unit. The unit will also provide a pre-assessment service for patients undergoing surgery at the centre.

Welbeck Oxford forms part of Welbeck Health Partners, a growing network of innovative healthcare centres across the UK, including the flagship facility at 1 Welbeck Street, London. Additional centres are also planned both nationally and internationally.

OUR VALUES

Collaboration
Harnessing strength in difference

Ambition
Seeing beyond the now

Kindness
Supporting others

Empowerment
Unleashing potential

The role

Deliver high-quality radiography services while supporting clinical excellence initiatives to enhance patient care and overall patient experience.

Operate and maintain imaging equipment to deliver high-quality diagnostic services, while providing cross-modality support across the department in line with the business needs.

Lead and support imaging services by taking responsibility for the safe and efficient day-to-day running of the unit, including responding proactively to emergency situations.

Contribute to innovation and service improvement by trialling and implementing new imaging technologies, techniques, and workflows to improve patient outcomes, efficiency, and service delivery.

Ensure compliance with all regulatory, governance, health and safety, and accreditation requirements while supporting the development and implementation of departmental policies and procedures.

Maintain high standards of quality assurance and continuous performance improvement by monitoring service delivery, evaluating outcomes, and contributing to action plans focused on patient satisfaction and clinical quality.

Support staff development and team leadership through training, mentorship, supervision, and line management responsibilities to ensure a skilled and effective imaging workforce.

Facilitate safe, efficient, and evidence-based patient pathways across radiology services, ensuring excellent patient care from screening and diagnosis through to biopsy and follow-up procedures.

Welbeck may ask them to undertake other duties, as required, which are not necessarily specified on the job description, but which are commensurate with the grade of the post. The job description itself may be amended from time to time in consultation with the post holder, within the scope and general level of responsibility attached to the post.

All post holders must take responsibility to ensure that they are aware of and adhere to all Centre policies, procedures and guidelines relating to their employment regardless of their position within the Centre.

Aim of the role

The post holder will be expected to support their team, department and centre to achieve the Welbeck Values in their day-to-day work.

We are committed to empowering our teams, bringing together outstanding people, and doing work that matters in an inclusive environment. We believe a healthy working culture starts at the top and our workplace culture is the translation of our organisation’s values.

The post holder will work as part of a team ensuring compliance to the Welbeck Imaging Department Terms & Conditions, whilst contributing to the patient focused service of the highest quality. The postholder will perform high quality imaging by supporting the imaging team and ensure the wellbeing of the workplace.

The post holder will use their reason, intellect and judgement to work on their own initiative to deal with matters on behalf of their Manager/Management Team. The post holder will be able to deal with unpredictable work patterns and proactively deal with issues without reference to others.

Key Relationships & Stakeholders

This role is pivotal in building and maintaining strong relationships with internal teams, service users, and key stakeholders. The post-holder will collaborate with clinical staff and senior leadership to drive service improvements, support business development, and ensure a patient-centred approach.

Using feedback and data-driven insights, they will influence service planning, operational performance, and governance compliance.

Main Duties and Responsibilities

- Accept personal responsibility for contributing to the management of risk, including the reasonable avoidance of any action which would knowingly cause unacceptable risk to self, others, or to the business.
- To complete high quality imaging in line with IRMER 2017, local policies and IRR 17 Regulations.
- To undertake imaging in line with regulation inside all areas of the centre.
- To perform imaging examinations and care for patients during these examinations, respecting the rights of privacy and confidentiality, and to evaluate the clinical quality of images produced.
- To perform specialist/non specialist examinations in radiology including interventional, Cardiac, Musculoskeletal (MSK), gynaecological, gastrointestinal, Neurological, urological, breast, Ears/Nose/Throat (ENT) and chest Imaging. Training will be provided if required.
- To administer drugs and intravenous contrast agents in line with Patient Group Directions (PGDs) and local protocols.
- Liaise closely with Consultant Radiologists and colleagues within clinical multi-disciplinary teams to ensure that patients receive optimum care.
- To provide specialised imaging advice to patients
- To undertake quality assurance testing across Imaging equipment.
- To have a flexible approach to working patterns to meet the continuing needs of the service.
- To act as clinical mentor for diagnostic imaging staff as appropriate
- To work with other departments and colleagues and consultants to provide a seamless service.
- To discuss issues with Referring Clinicians and other hospital agencies, for example, discussing or clarifying requests for imaging examinations
- To be proficient in the computer systems used in imaging and use them in line with the needs of the business.
- Maybe required to help in wider radiology department (training if needed).
- Accurately record data.
- Attend Meeting and training when requested
- Have knowledge of, and be able to apply, local dose reference levels (DRLs).
- Maintain a Continuing Professional Development (CPD) portfolio, applying own new learning to the future development of diagnostic imaging service
- To report risk and mitigate where possible
- Awareness of and compliance with Health and Safety Regulations.
- To attend and participate fully in all Departmental meetings as required.
- To work closely with the Superintendent Radiographer in the monitoring and evaluation of existing processes and procedures, participating fully in the development and introduction of revised, improved methods of service delivery.
- To be prepared to participate in ongoing audit activities in imaging, and to regularly review documents and acknowledge changes and new SOP's and Policies as required, ensuring compliance with any changes necessary
- To report imaging equipment faults on the electronic reporting system and to bring to the attention of the Superintendent Radiographers on any equipment malfunctions or faults that will materially

affect the service offered by the Department, and implement procedures that will minimise disruption caused by such faults.

- Ensure that appropriate Personal protective equipment is used when required.
- To work in a ALARA way.

The above list indicates the main areas of responsibility and is not intended to be exhaustive. The job description will be subject to review by agreement between the post holder and the Director of Clinical Services, according to the changing needs of the service. The role description gives a general outline of the duties of the post and is not intended to be an inflexible or finite list of tasks. It may be varied, from time to time, after consultation with the post holder.

Quality Care and Governance

- To be part of the governance schedule at Welbeck Oxford.
- To establish and maintain close and harmonious relationships with all staff to ensure an effective exchange of information.
- To communicate complex information to patients, relatives and other care workers where persuasive or reassurance skills are required.
- To communicate with all colleagues, managers, medical and support staff within the Department.
- To effectively communicate with all patients including stressed and distressed patients who are undergoing complicated procedures which are frightening and uncomfortable or may be claustrophobic.
- To advance level of skills and knowledge in line with the expectations and requirements of the department.
- To demonstrate an ability to reflect on practice and keep abreast of developments in imaging techniques and maintain a professional portfolio of continuing professional development.
- To undertake professional audits as necessary, and to present outcomes at audit meetings.
- Apply and promote the wider safeguarding agenda in relation to vulnerable adults and children
- Attend meetings within and external to Imaging Department as delegated by Senior Leadership group.
- Communicate at all levels by utilising a wide range of communication techniques (verbal, non-verbal, written, electronic etc.).
- Manage, defuse, and respond appropriately with verbal complaints and situations of conflict and aggression through knowledge, training, experience, and escalation.
- Adhere to all General data protection regulations GDPR.
- To deal with initial complaints from patients, carers or other professionals and refer where necessary to the appropriate team lead.
- To observe the Welbeck’s policy for reporting incidents in a timely manner
- To produce and implement action plans.

Working at Welbeck

Infection Prevention & Control

All Welbeck employees, whether involved directly or indirectly in the provision of healthcare, have a duty to cooperate with and implement business policies and procedures in preventing and controlling infection. This includes co-operation with colleagues and contractors also involved in providing healthcare so far as is necessary to enable the business to meet its obligations under the Health and Social Care Act 2008.

Safeguarding

Welbeck is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects all staff and volunteers to share this commitment and ensure they work in accordance with the Welbeck Safeguarding Child and Adult at Risks Policies and Procedures.

Employees must ensure that they remain up to date with safeguarding training requirements and know how to report safeguarding concerns or allegations against staff and should follow safeguarding policy and procedures and the allegations against staff policy.

Confidentiality

Maintain confidentiality in relation to personal data held for colleagues and patients, ensuring that it is processed lawfully; for no purpose other than that for which it was obtained; is relevant to that purpose; is retained for no longer than is necessary; is processed in accordance with the rights of the subject to access and accuracy; and is protected from accidental loss or damage by the requirements of the Data Protection Act (as amended), and records management guidance.

Maintain confidentiality of patient-identifiable personal data using a non-identifiable alternative, where practicable, and limiting access on a strictly need-to-know basis under the responsibilities of the Welbeck Caldicott Guardian.

Risk

- Accept personal responsibility for contributing to the management of risk, including the reasonable avoidance of any action which would knowingly cause unacceptable risk to self, others, or to the business.
- As far as is reasonably practicable attempt to prevent other people from undertaking tasks or actions which would knowingly cause risks to self, others, or to the Business, following the Business policy and training.
- Identify and report actual or potential hazards/ risks in the work environment per Business policies and take immediate action to minimise risks where it is reasonably practicable to do so.
- Identify and report to the appropriate authority incidents of risk, neglect, abuse or endangerment to vulnerable adults and children.
- Follow Welbeck Health Partners policy on using Personal Protective Equipment e.g., Lead aprons, Masks, Gloves, Visors etc.
- Awareness of and compliance with Health and Safety Regulations.

Equality & Diversity

The business recognises the benefits of a diverse workforce reflective of the communities that we serve and is committed to equal opportunities in employment with a devotion to eliminating all forms of unlawful discrimination.

The business aims to promote equality of opportunity and good relations between staff and patients (including volunteers, contractors and bank staff). All individuals have a duty to adhere to the Welbeck Equality and Diversity policy and individual responsibility towards the application and understanding of the Equality Act 2010. Inequitable behaviour will not be tolerated, and every person has a responsibility to highlight discriminatory practices.

Health and Safety at Work

In addition to the business responsibilities under the Health and Safety legislation, you are reminded of your responsibilities for health and safety at work under the Health and Safety at Work Act 1974 (as amended) and associated legislation. These include the duty to take reasonable care of the health and safety of yourself and others in your work activities and to cooperate with your employer in the discharge of its statutory duties. You must adhere strictly to the business policies and procedures on health and safety and report all accidents, dangerous occurrences, unsafe practices or damage to your manager promptly using the business incident reporting system. You must make use of appropriate training, safety equipment, protective clothing and footwear and attend training. Failure to comply with these requirements may result in disciplinary action.

Disclosure and Barring Service (DBS)

If the post you are undertaking requires you to complete a DBS disclosure, this will be managed and processed in line with the DBS Policy, and you will be required to sign up and maintain your subscription to the DBS Update Service.

This job description outlines the main areas of responsibility and is not exhaustive. It may be reviewed by agreement between the post holder and their manager according to the changing needs of the service.

Person specification

REQUIREMENT	ESSENTIAL	DESIRABLE	EVIDENCE
Education/Professional Qualifications			
BSc (Hons) Radiography	✓		A
DCR (R) or accepted international equivalent	✓		A/I
HCPC registration	✓		A/I
Experience			
Ability to demonstrate good levels of organisation, planning and evaluation of care	✓		I
Experience of effective team working across settings	✓		I
Experience in working in either CT or General X-Ray/Theatre	✓		I
General radiography experience at radiographer level (Band 6)		✓	A/I/T
Ability and commitment to perform IV cannulation and administer drugs	✓		A/I/T
Experience of working unsupervised	✓		A/I/T
Experience of paediatrics imaging		✓	A/I/T
Minimum 3 years CT experience	✓		A/I/T
Experience in CT Colonography		✓	A/I/T
Experience in Cardiac CT		✓	A/I/T
Knowledge and Skills			
Strong organisational and time-management skills	✓		I
Computer skills for the use of presentations, reports and statistical analysis e.g. PowerPoint, Excel and Word programmes.	✓		I
Effective verbal, written, and non-verbal communication skills, adaptable to a range of audiences (patients, clinicians, peers, external stakeholders)	✓		I
Ability to work autonomously and collaboratively across functions	✓		I
Personal Abilities			
Demonstrates Welbeck values	✓		I
Calm and professional under pressure; able to prioritise and problem-solve effectively	✓		I
Adaptability – role will require shift work provision	✓		I
Team work - to contribute positively to the team	✓		I

Evidence key: A = application · I = interview · T = test

How to apply

All interest, queries and applications for this role at Welbeck Oxford are handled exclusively by Castlefield Recruitment. To apply, submit your CV via the advert below or email Stephen directly.

https://www.castlefieldrecruitment.com/job-board

Stephen Warne

Manager – Healthcare Division, Castlefield Recruitment

M: 07570 721 519 | **T:** 0161 938 7234
stephen.warne@castlefieldrecruitment.com