MEDICAL

# Resident Medical Officer (RMO)

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

Director of Clinical Services / Director of Anaesthesia

CONTRACT

Permanent

Recruitment partner: Castlefield Recruitment
Castlefield Recruitment is managing recruitment for this role exclusively.

# 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 the Oxford region and surrounding communities.

Welbeck Oxford operates within a rich clinical and academic environment and is committed to delivering evidence-based, patient-centred care consistent with the highest national standards.

Welbeck Oxford 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, Endoscopy and Gastroenterology.

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 | Ambition | Kindness | Empowerment |
|---|---|---|---|
| Harnessing strength in difference | Seeing beyond the now | Supporting others | Unleashing potential |

# The role

In this role, the post-holder should:

- Serve with clinical expertise and support resource, providing professional leadership, patient care and management.
- Be part of a team providing medical cover and immediate first line resuscitation to any day patient attending the Centres.
- Assist in the management of patients and provide back-up support to the Consultants from all specialties and wider Welbeck Oxford MDT.

- Be a fully registered medical practitioner with a minimum of 4 years' postgraduate clinical experience, having completed Foundation training (FY1 and FY2 or equivalent) and at least 2 years of core or specialty training. The postholder should currently be working at ST3 level or above, or as a Senior Clinical Fellow at an equivalent level of clinical competence and responsibility
- Hold, or be actively working towards, a recognised postgraduate qualification (e.g. FRCA, MRCP, MRCS or equivalent) and must demonstrate evidence of ongoing engagement with their GMC-registered Continuing Professional Development.
- Hold current Advanced Life Support (ALS) accreditation, with Immediate Life Support (ILS) refresher compliance maintained in accordance with Resuscitation Council UK guidance.
- Provide a responsive and efficient clinical service and use their reason, intellect and judgement to work on their own initiative to deliver the needs of Welbeck Oxford.

### Aim of the role

The post holder will be expected to support their teams, departments and centre to achieve the Welbeck values in their day-to-day work.

- The post holder will provide a responsive and efficient clinical service to meet the needs of Welbeck Oxford
- The postholder will use their reason, intellect and judgement to work on their own initiative to deal with matters on behalf of their Welbeck Oxford team.
- The post holder will be an effective decision maker, who is able to prioritise their own workload whilst responding to interruptions.
- The post holder will be able to deal with unpredictable work patterns and proactively deal with issues without reference to others.
- The post holder must comply with all Welbeck Health Partners policies and procedures and maintain high standards of governance, compliance, safety, and operational effectiveness within the Centre.

## Key Relationships & Stakeholders

The role will require multidisciplinary collaboration with consultants, all clinical and non-clinical teams and Welbeck Oxford Senior Leadership Team. Daily interaction with patients and their relatives/carers.

## Main Duties and Responsibilities

### General

The RMO is expected to:

- Provide medical cover, routine and emergency, during hours of duty and work in conjunction with the Welbeck Oxford consultants and their multi-disciplinary teams
- Maintain patient confidentiality and handle patient data in accordance with the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018 at all times. The postholder must not access, use, or disclose patient information beyond what is necessary for their clinical role.

- Ensure contemporaneous and accurate documentation is completed in the patient's medical record following all clinical assessments, procedures, and significant clinical communications. All entries must be dated, timed, and signed with the postholder's name and GMC registration number.
- Follow an individual consultant’s instructions for the specific management of an individual patient.
- Work with the patient’s multi-disciplinary team to provide holistic patient-centred care
- Help the capture and storage of important clinical and non-clinical data for audit purposes.
- Contribute to key audit and Quality Improvement Projects
- Help develop, review and implement local policies and protocols in association with the clinical teams
- Adhere to established policies and codes of practice.
- Engage with and be fully compliant with mandatory training.
- Ensure an adequate level of Clinical Professional Development is achieved.
- Be a designated First Aider for the Centre

## Consultants

- The RMO must abide by IR(ME)R 2017 and IRR99 regulations in their capacity as referrer if they are countersigning forms for consultants who are off-site and are requesting imaging.
- The RMO must not seek consent for surgical procedures or anaesthesia on behalf of a Consultant. Consent must be obtained by the responsible clinician in accordance with the GMC's guidance 'Decision Making and Consent' (2020) and the NHS Resolution / NHSE consent framework
- The RMO must communicate any medical problems or concerns to the named Consultant.
- The RMO may act, as may be reasonably required, on behalf of the Consultant in their absence when requested, but any action and related discussion detailed in the medical record
- The RMO may undertake certain medical procedures required by the Consultants if they are within their level of experience and competence.
- The RMO must seek consent for any procedures that they intend to undertake.
- The RMO must clearly document the consent and the procedure in the medical notes.

## Nursing staff, Radiographers and Patients

Roles of the RMO to include:

- Liaising with nursing staff to check on an individual patient’s progress as their condition necessitates.
- Providing cannulation and venepuncture as required.
- Contributing to the daily clinical management of all patients within the Centre, working collaboratively with nursing team leaders and under the supervision and guidance of the responsible Consultant.
- Responding to calls relating to patient care within Welbeck Oxford.
- Discussing TTA medications with patients and writing of discharge summaries.
- Administrating intravenous therapies and medications e.g. contrast for radiological investigations

## Peri-operative Care

The RMO is expected to:

- Work within the perioperative care pathway in accordance with the RCoA's Perioperative Medicine: The Pathway to Better Surgical Outcomes (2022) framework.
- Support pre-operative assessment processes, ensuring patients meet agreed clinical criteria for day-case surgery as defined by centre protocols.
- Liaise with the pre-assessment team regarding any patient deemed at elevated perioperative risk, and to escalate concerns to the Consultant Anaesthetist or Director of Anaesthesia as appropriate.
- Assist in the safe management of post-anaesthetic recovery where required, in accordance with RCoA/AAGBI guidelines on the immediate post-anaesthetic period.

## Centre

The RMO should:

- Ensure completion of the incident recording system
- Be familiar with the Welbeck Oxford corporate care pathways.
- Undertake emergency procedures as required (including resuscitation), taking the lead as necessary.
- Abide by the Data Protection Guidelines.
- Comply with all centre policies and procedures in particular those relating to Health and Safety at Work.
- Attend meetings to discuss issues, incidents and accidents with Centre Director and Centre Senior Management Team.
- Comply with the Centre's Dress Code Policy and current infection prevention and control standards. The postholder will be provided with Welbeck Oxford scrubs, which must be worn during all clinical duties within the Centre and maintained in a clean and presentable condition at all times and must not be worn outside the clinical environment.

## Medication Management

The RMO should:

- Review and countersign verbal and telephone medication instructions given by Consultants in a timely manner, ensuring that all prescriptions are clinically appropriate, safe, and indicated before signing.
- Adhere to the British National Formulary (BNF) and prescribe in accordance with the MHRA and relevant NICE guidelines.
- In exceptional circumstances the RMO may be required to dispense medication. In such instances, the postholder must act in strict accordance with the Centre's medicines management policy, relevant standard operating procedures, and the Human Medicines Regulations 2012.
- Not self-prescribe or prescribe for those with whom they have a close personal relationship, in accordance with GMC guidance on prescribing.
- The RMO will be the named responsible person for all Patient Group Directions (PGDs) used in the centre. These include but are not limited to:
- Metoprolol; GTN; Buscopan; Iodinated Contrast; Gadolinium; Enoxaparin; ondansetron; dexamethasone

### Resuscitation

The RMO is expected to:

- Lead and participate in resuscitation events in accordance with Resuscitation Council UK guidelines.
- Act as the primary responder to any cardiac arrest or medical emergency within the Centre, pending anaesthetic or emergency team support where applicable.
- Be an active participant in resuscitation simulations at a minimum frequency in accordance with Resuscitation Council UK recommendations and centre policy.

This job description outlines the principal duties and responsibilities of the post and is not intended to be exhaustive. The postholder may be required to undertake additional duties commensurate with the grade and scope of the role as the needs of the service evolve. This job description will be reviewed periodically and may be amended following consultation with the postholder. For Oxford Policy, any substantive changes to the clinical duties or scope of practice of the RMO will be subject to review by the Director of Clinical Services in conjunction with the Director of Anaesthesia, to ensure continued alignment with patient safety requirements, clinical governance standards, and the operational needs of Welbeck Oxford.

## Quality Care and Governance

The RMO will be expected to:

- Participate in the centre's Morbidity and Mortality review process as require
- Contribute to the reporting and learning from critical incidents via the centre's incident management system, in accordance with the NHS Patient Safety Incident Response Framework and support compliance with CQC fundamental standards, particularly those relating to safe care and treatment (Regulation 12) and good governance (Regulation 17).

## 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.

The RMO is expected to adhere to the NICE guideline NG125: Healthcare-associated infections: prevention and control in primary and community care and the UK Health Security Agency (UKHSA) guidance on standard precautions, including hand hygiene, PPE use, and aseptic technique.

### Safeguarding

Welbeck Health Partners 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 Health Partners Safeguarding Child and Adult at Risks Policies and Procedures.

All clinical staff must maintain safeguarding training at the appropriate level. Medical staff are required to maintain Level 3 safeguarding competencies for both children and adults at risk, in accordance with the Intercollegiate Document for Safeguarding Children (2019) and NHS England Adult Safeguarding guidance.

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

The postholder must maintain strict confidentiality in relation to all personal data held for patients and colleagues, handling such data in accordance with the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018. All personal data must be processed lawfully, for no purpose other than that for which it was obtained, limited to what is relevant and necessary for that purpose, retained for no longer than is required, and protected against accidental loss, damage, or unauthorised disclosure.

Patient-identifiable data must be anonymised or pseudonymised wherever practicable. Access to patient information must be restricted on a strictly need-to-know basis, in accordance with the responsibilities of the Welbeck Caldicott Guardian and the principle of minimum necessary access. The postholder must not access, use, or disclose patient information beyond what is required for their clinical role.

Data subjects' rights of access and accuracy must be respected at all times. Any actual or suspected breach of confidentiality or data security must be reported immediately to the Centre's designated Data Protection Lead and recorded in accordance with the Centre's Information Governance Policy

## Risk

The postholder will hold personal responsibility for contributing to a safe working environment and the effective management of clinical and organisational risk. This includes:

- Avoiding any action that would knowingly create unacceptable risk to patients, colleagues, or the organisation, and actively intervening to prevent others from doing so in accordance with Centre policy and training
- Identifying, reporting, and where immediately practicable mitigating actual or potential hazards and risks in the working environment, using the Centre's incident reporting system in accordance with the NHS Patient Safety Incident Response Framework (PSIRF, 2022)
- Reporting to the appropriate authority any incident involving risk, neglect, abuse, or endangerment of a vulnerable adult or child, in accordance with the Centre's Safeguarding Policy and the postholder's statutory safeguarding duties
- Adhering to the Welbeck Health Partners Personal Protective Equipment Policy, ensuring appropriate selection and use of PPE at all times in accordance with UK Health Security Agency (UKHSA) standard precautions guidance
- Complying fully with all applicable Health and Safety legislation, including the Health and Safety at Work Act 1974 and associated regulations, and completing mandatory Health and Safety training as required by the Centre

## Equality & Diversity

Welbeck Health Partners recognises and values the benefits of a diverse workforce that is reflective of the communities we serve. Welbeck Health Partners is committed to equality of opportunity in employment and to the elimination of all forms of unlawful discrimination, harassment, and victimisation.

Welbeck Health Partners actively promotes positive working relations between all staff, patients, volunteers, contractors, and bank staff, and expects all individuals to contribute to an inclusive and respectful working environment.

The postholder has a personal responsibility to adhere to the Welbeck Health Partners Equality, Diversity and Inclusion Policy and to apply and uphold the principles of the Equality Act 2010 in all aspects of their work. Discriminatory or inequitable behaviour of any kind will not be tolerated. All staff have a duty to challenge and report discriminatory practices through the appropriate channels.

## Health and Safety at Work

In addition to the responsibilities of Welbeck Health Partners under health and safety legislation, the postholder is reminded of their personal duties under the Health and Safety at Work Act 1974 and associated regulations. These include the duty to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions in the course of their work, and to cooperate with Welbeck Health Partners in the discharge of its statutory obligations.

The postholder must adhere to all Welbeck Health Partners policies and procedures relating to health and safety, and must report all accidents, dangerous occurrences, unsafe practices, and damage to property promptly to their line manager using the Centre's incident reporting system, in accordance with the NHS Patient Safety Incident Response Framework (PSIRF, 2022) and relevant reporting obligations under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR).

The postholder must make appropriate use of all safety equipment, personal protective equipment, and protective clothing provided, and must attend all mandatory health and safety training as required by the Centre.

## 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** | | | |
| Full GMC registration with a licence to practise | ✓ | | A |
| Completion of Foundation training (FY1 and FY2) or equivalent | ✓ | | A |
| Postgraduate medical qualification (e.g. FRCA, MRCP or equivalent) | | ✓ | A |
| Current Advanced Life Support (ALS) certification | ✓ | | A |
| Paediatric Advanced (EPALS/APLS) or Immediate (PILS) Life support | | ✓ | A |
| Safeguarding Level 3 competency (children and adults at risk) | ✓ | | A/I |
| Evidence of engagement with GMC-recognised Continuing Professional Development (CPD) | ✓ | | A/I |
| **Experience** | | | |
| Minimum 4 years' postgraduate clinical experience, currently working at ST3 level or above, or as a Senior Clinical Fellow at equivalent level | ✓ | | A/I |
| Experience across surgical and medical specialties with demonstrated ability to manage post-operative complications and clinical emergencies competently and independently | ✓ | | A/I |
| Experience working in a UK-based medical role with familiarity with NHS or independent sector clinical governance frameworks | ✓ | | A/I |
| Experience in emergency or acute surgical environments | ✓ | | A/I |
| Experience in a perioperative or day-case surgical environment | | ✓ | A/I |
| Independent sector hospital experience | | ✓ | A |
| Paediatric clinical training or experience | | ✓ | A/I |
| Demonstrated ability to manage patients across a broad range of surgical and medical specialties | ✓ | | A/I |
| **Knowledge and Skills** | | | |
| Emergency airway management skills, including bag-mask ventilation and supraglottic airway device use | ✓ | | A/I |
| Competent in adult venepuncture and peripheral cannulation | ✓ | | A/I |
| Competent in paediatric venepuncture and peripheral cannulation | | ✓ | A/I |
| Competent in male and female urinary catheterisation | ✓ | | A/I |
| Intravenous drug administration competency (ANTT-compliant) | ✓ | | A/I |
| ECG recording and interpretation | ✓ | | A/I/T |
| Ability to interpret blood results including venous and arterial blood gas analysis | ✓ | | A/I/T |

| REQUIREMENT | ESSENTIAL | DESIRABLE | EVIDENCE |
|---|---|---|---|
| Working knowledge of pharmacology relevant to the perioperative setting, including analgesics, antiemetics, anticoagulants, and emergency drugs | ✓ | | A/I/T |
| Understanding of GMC consent requirements in accordance with Decision Making and Consent (GMC, 2020) | ✓ | | A/I |
| Familiarity with UK GDPR, Data Protection Act 2018, and patient confidentiality obligations | ✓ | | A/I |
| Good organisational and time management skills with the ability to prioritise effectively in a fast-paced clinical environment | ✓ | | A/I |
| Clear and effective written and verbal communication skills, including structured clinical handover (SBARD) | ✓ | | A/I |
| **Personal Abilities** | | | |
| Ability to work effectively both independently and as a collaborative member of a multidisciplinary team | ✓ | | I |
| Ability to prioritise a complex workload and perform reliably under pressure | ✓ | | I |
| Reliable, proactive, and self-motivated approach to clinical duties | ✓ | | I |
| Professional, approachable, and respectful manner with patients, colleagues, and visitors | ✓ | | I |
| Commitment to patient safety, clinical quality, and continuous professional improvement | ✓ | | I |
| Openness to feedback, reflective practice, and personal development | ✓ | | I |
| Awareness of and commitment to equality, diversity, and inclusion in the workplace | ✓ | | 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

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