

Consultant interview questions

Consultant Orthodontist - Chichester and Worthing

5 minute presentation:

“ what are the challenges of achieving and sustaining the 18 week pathway in Orthodontics, how would you overcome them?”

Then 10-15 minutes of questioning: examples of the questions -

- How would you engage with dentists and what do you do about the dentists who never show up to courses how would you manage them?
- Are orthodontic therapists the way forward, if so what are the potential problems?
- Can you start treatment at the new patient appointment, if so what treatment which treatment?
- Is it really important that we meet 18 weeks in Orthodontics or is there more important priorities?

Interview:

Royal College representative

1. Tell me about your time in Australia, why did you do it and what did you learn.
2. Can we learn anything from their healthcare system and how does it compare with the NHS.
3. Tell me something you have learned clinically, managerially and professionally from your current position.

Consultant Orthodontist

1. Tell me about your cleft training and what you have learned. How do you feel that you will fit into the cleft team at the Spires centre and South Thames?
2. Why did you choose to apply for this job?

Consultant Oral & Maxillofacial Surgeon

1. Justify to me why orthognathic patients should be seen in hospital by consultant orthodontists and not in specialist practice.

Clinical Director

1. Tell me about Orthodontic Therapists and how they would be useful to the department.
2. Are there any disadvantages of employing Orthodontic Therapists?

Medical Director:

1. Discussion about fraud in the NHS and how its dealt with.
2. You notice that you have instruments going missing in your department and one day catch the clinical director putting them in his pocket, tell me how you would manage the situation.

Chief Executive:

1. Explain to me in lay mans terms what is Orthognathic treatment?
2. Why should I as chief executive continue to fund it?
3. Justify to me why a consultant needs to provide this treatment.
4. How would you deal with the PCT/SHA if they wanted to stop funding orthognathic treatment?
5. I want you to persuade me that this treatment needs to seen in hospital and not specialist practice (from the point of view of persuading the PCT)

There more questions than this, but I can't remember. To be honest a lot of the questions you cannot prepare for. It appeared to be about my opinions and how I would manage situations.

Consultant Orthodontist – Kingston Hospital

Intro/Icebreakers:

- Talked through CV – prizes/publications/committees etc Job history – what I had got from each job?
- Strengths/weakness of training programmes undertaken?
- Tell us about your current job – your role in the department over the past 2 years?
- Tell us why you want this consultant job?

Questions:

- What can you offer the Trust if you got this job?
- How would you raise the profile of the department?
- What do you think the greatest challenges will be in this role?
- What changes would you make to the department if you got this job? Do you see it as a problem that you have been an FTTA in the department previously?
- What would you have hoped to have achieved at the end of your first year as a consultant?
- How do you think we can go about improving our orthodontic services?
- Foundation trusts – what do you understand by the term – what are the benefits of being a FT?
- What would Foundation Trust status mean to patients and staff at Kingston Hospital?
- Future of orthodontics in the hospital setting – how would you keep PCTs investing in our services – how do you justify orthodontics? How would you negotiate with the PCT?
- Have you attended any courses recently that you have benefited from or that you felt have changed your clinical practice?
- What do you understand by the 18 week rule and how has it been dealt with in orthodontics here at Kingston?
- What do you understand by the term Service Line Reporting?
- What do you understand about the Darzi report – what does this report mean to you in orthodontics?

Details of Consultant Appointment for TGG database

- Where is the main base for the post? Glan Clwyd Hospital, North Wales
- Where are the other hospitals visited? Maelor General Hospital, Wrexham Was the post newly created? Sort of, originally there were two full time posts, one at each hospital and these has been unfilled for the last 2-3 years, with the Maelor post have been advertised at least twice before. Due to the inability to recruit the posts were merged to create one which was split site.
- When was the post first advertised? June 2008
- When was / is your start date? 2nd February 2009
- How many candidates were shortlisted? As far as I am aware, only myself
- Where was your Registrar/FTTA training based? My registrar training was undertaken in Sheffield Dental Hospital, with my district hospital rotation being located in Derbyshire Royal Infirmary. My FTTA post is currently in Leeds Dental Institute and St. Luke's Hospital, Bradford

Interview Questions

There were six members on the interview panel. The Royal College Rep, Medical Director, Chief Exec, Chairman of the Trust, Restorative Consultant (Clinical Lead of Wrexham) and Orthodontic Consultant (Glan Clwyd).

The Questions asked were:

Royal College Rep:

1. questions to ensure I am suitably qualified for the post
2. What has been your career progression since qualifying after University?
3. What qualification have you obtained?

The Medical Director:

1. What do you understand by the Consultant Appraisal Process?
2. How do you feel about recertification? What are the Pros & Cons?
3. Tell me an example of a difficult incident involving other members of staff (insubordination / conflict etc) and how you man

The Chairman of the Trust:

1. Why do you think this post has previously been difficult to fill?
2. What do you think needs to be altered to make this a more attractive post to recruit to?
3. What are your ambitions for the orthodontic department?

The Chief Exec:

1. Have you had any experience negotiating with the Local Health Boards?
2. What difficulties do you envisage in moving from England to Wales?
3. Where do you see the regional NHS developing within the region? (There had been a merger between the Central and Eastern Trusts two weeks before – and it was likely that this new trust would merge with the Western Trust in the future, especially considering what was being said at the Welsh Assembly)
4. Where do you see the Regional Orthodontic Services going in the next 5 to 10 years?

The Restorative Consultant:

1. Are you prepared to become part of the regional Cleft Service?
2. What do you see as the role of a Consultant Orthodontist?
3. Currently, there are a number of clinical assistance post (some unfilled), what would you envisage the future of these post is and if the finance for these posts was freed up, what else might you do with it?

The Orthodontic Consultant:

1. What do you see as the biggest challenges of undertaking a consultant post in this area?
2. What are your feeling with regards to the importance of the multidisciplinary team and links between department within a hospital and between different hospitals (including Dental Hospitals)?
3. Why do you want this post?

There were a few more questions such as “Why did you do the Duke of Edinburgh's Award Scheme?” etc, but these were specifically related to my CV

Details of Consultant Appointment for TGG database

1. Where is the main base for the post? Good Hope Hospital, Sutton Coldfield
2. Where are the other hospitals visited? Birmingham Dental Hospital

3. Was the post newly created? No, Retirement
4. When was the post first advertised? October 2007
5. When was / is your start date?
6. How many candidates were shortlisted? 2
7. Where was your Registrar/FTTA training based? Eastman/Croydon

Interview Questions

5 min Presentation – Present and Future of Orthodontics in this Trust.

Followed by several questions from the panel, which lasted for some time.

College Rep – CV stuff

Clinical Director – Worst Mistake, What makes you get up in the morning, Clinical governance

Medical Director – Clinical governance, Concerns regarding colleague

University representative – Previous Research experience, what research will you be conducting in the future

Directorate Manager – Challenges for the department and how I expected to meet them etc

Chief Executive Rep (Head of HR) – ?

Manchester Dental Hospital

Consultant Interview Questions

Presentation: 10 minutes, powerpoint:

“Discuss the role of the consultant orthodontist in providing an orthodontic service within a foundation hospital; give an overview of opportunities and threats for this service

Royal College Rep

1. Talk me through your CV - Went through each component at a time and what was learnt from each part
2. Previous orthodontic experience in jobs before commenced ortho training
3. Do you think exposure to orthodontics as an SHO is a good idea?

These questions were a chance to show off and build yourself up. Also the first questions so allowed chance to relax.

Clinical Lead

1. What can you envisage would be problematic with the use of orthodontic therapists?

University Rep (Professor in Orthodontics)

1. The role of research as a NHS consultant
2. Teaching as a consultant, particularly undergraduate teaching
3. How much orthodontic teaching should undergraduates receive?
4. Are we being protectionist if they are not taught much orthodontics?

Clinical Director

1. In 3 years time how would you show that you've done a good job? / Your work is of good quality?

This question was looking at audit and standards

2. How to maintain commissioning from PCT's
3. Workforce development discussion

Chief Exec's Rep

1. Describe an audit you've undertaken which has resulted in a change
2. How did you / would you handle colleagues who were resistant to these changes?
3. Change management

Chairman's (also Lay Person and Chair of Governors)

1. Management of a poorly performing colleague
2. What can we learn from the problems at Mid Staffordshire Trust?

3.How can you ensure this did not happen in your hospital?

4.Clinical incidents and openness of reporting

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