



## Person specification

Category	Essential	Desirable
<b>Qualification and training</b>	<p>Full and specialist registration and with a licence to practise with the General Medical Council (GMC) (or be eligible for registration within six months of interview).</p> <p>Applicants that are UK trained must <b>also</b> be a holder of a Certificate of Completion of Training (CCT) or be within six months of award of CCT by date of interview.</p> <p>Applicants that are non-UK trained will be required to show evidence of equivalence to the UK CCT.</p> <p>FRCPATH or evidence of equivalent qualification.</p>	<p>Other relevant higher qualification.</p> <p>M/FRCP or evidence of equivalent qualification.*</p> <p>MFPHM or evidence of equivalent qualification.*</p> <p>MRCP&amp;CH or evidence of equivalent qualification.*</p> <p>MB ChB or evidence of equivalent qualification.*</p> <p><b>*Amend according to specialty of post.</b></p> <p>Other relevant higher qualification.</p> <p>Any other CCT or equivalence in relevant specialty.</p>
<b>Experience</b>	<p>Evidence of thorough and broad training and experience in the relevant specialty.</p> <p>Able to take responsibility for delivering service without direct supervision.</p>	<p>Evidence of a special interest that complements those of other consultants in the department.</p>
<b>Knowledge and skills</b>	<p>Knowledge and experience of relevant specialty.</p> <p>Broad range of IT skills.</p> <p>Knowledge of evidence-based practice.</p>	



Category	Essential	Desirable
<b>Communication and language skills</b>	<p>Ability to communicate effectively with clinical colleagues, colleagues in pathology and support staff.</p> <p>Good knowledge of, and ability to use, spoken and written English.</p> <p>Ability to present effectively to an audience, using a variety of methods, and to respond to questions and queries.</p>	
<b>Teaching, audit and research</b>	<p>Evidence in participation of clinical audits.</p> <p>Evidence of an interest and commitment to teaching.</p> <p>Understanding of the principles of research.</p> <p>Evidence of participation in audit.</p>	<p>Recognised teaching qualification.</p> <p>Research experience.</p> <p>Publications.</p> <p>Prizes and honours.</p>
<b>Management skills</b>	<p>Evidence of managerial skills: achievements/course attended.</p>	



Category	Essential	Desirable
<b>Personal skills</b>	<p>Practice in accordance with the <a href="#">GMC's guidance</a> on <i>Good Medical Practice</i> to include:</p> <ul style="list-style-type: none"> <li>• good communication skills, both oral and written</li> <li>• honesty and reliability</li> <li>• decisiveness/accountability</li> <li>• excellent and effective interpersonal skills</li> <li>• energy and enthusiasm and the ability to work under pressure</li> <li>• an enquiring and critical approach to work</li> <li>• a caring attitude to patients</li> <li>• non-judgemental approach to patients</li> <li>• evidence of ability to work independently and as part of a team</li> <li>• an ability to organise and prioritise work effectively</li> <li>• flexibility</li> <li>• resilience</li> <li>• thoroughness</li> <li>• initiative/drive/enthusiasm</li> <li>• team working</li> <li>• situational awareness</li> <li>• dealing with stress and fatigue</li> <li>• leadership skills</li> <li>• evidence of logical thinking/problem solving/decision-making</li> <li>• effective, confident presentation ability</li> <li>• demonstrates behaviours and attitudes that support the trust's mission and values.</li> </ul>	

