

Person Specification – Specialty Doctor in Surgery

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REQUIREMENTS	ESSENTIAL OR DESIRABLE	Application	Interview	Reference
Qualifications				
MRCP/MRCS or equivalent	E	√		
Applicants must have Full Registration with the General Medical Council and hold a Licence to Practise	E	√		
Relevant higher degree	D	√		
Experience and Achievements				
Must have 4 years post graduate experience including 2 years within the General Surgery Specialty	E	√	√	√
Must be able to demonstrate a high level of clinical experience and competence in all aspects of the Surgery specialty	E	√	√	√
Understanding current issues within Surgery and the future direction of the specialty	D	√	√	√
Understanding current issues within the wider NHS	D		√	
Attendance at a recognised management course	D	√	√	√
Shows ability to work with and lead others across professions	D	√	√	√
Teaching and Training				
Experience of and enthusiasm for clinical teaching of postgraduate doctors and non-medical staff.	E	√	√	√
Academic achievements/evidence of familiarity with research methods which have resulted in publications	D	√	√	√
Training in clinical and educational supervision	D	√	√	√
Attendance at a teaching course	D	√	√	√
Formal qualification in teaching/education	D	√	√	√
Audit and Research				
Critical Appraisal Skills	D	√	√	√
Knowledge of Audit principles and evidence of participation in and completion of audit projects	E	√	√	√
Evidence of knowledge of research methodology	D	√	√	√
Disposition-Adjustment/Attitude/Commitment				
Good communication and empathy skills with patients	E	√	√	√
Evidence of willingness to participate in a multi-disciplinary team environment to provide an integrated service	E	√	√	√
Ability to work as a member of a team, both through communication and sharing workload	E	√	√	√
Ability to manage high pressure situations e.g. clinical crisis	E	√	√	√
Ability to prioritise and organise workload and co-ordinate staff	E	√	√	√
Ability to integrate the care of a patient by many and various other clinical staff	E	√	√	√
Willingness to work flexibly to deliver clinically effective and cost effective healthcare	E	√	√	√
Practical/Intellectual Skills/Personal Qualities				
Evidence of continual learning and development	D	√	√	√
Understands self (strengths and weaknesses) and impact of behaviour on others	D	√	√	√
Evidence of innovation	D	√	√	√
Ability to use a word processor, spreadsheet, presentation software, email and internet browser	D	√	√	√
General				
Eligibility to work in the UK	E	√		
Ability to work in various locations throughout the network of services provided by Calderdale and Huddersfield NHS Foundation Trust	E	√	√	
For areas requiring EPP Clearance (Exposure Prone Procedures), this will also be a requirement of the health screening	E			
An enhanced DBS disclosure will be required with the Disclosure and Barring Service	E	√		