

Consultant in Urology

REQUIREMENTS	Weighting	ESSENTIAL	DESIRABLE
Qualifications	High	<ul style="list-style-type: none"> FRCS Urol or equivalent Entry on Specialist Register Intercollegiate speciality examination or equivalent. 	<ul style="list-style-type: none"> Postgraduate thesis
Clinical Experience	High	<ul style="list-style-type: none"> Sub-specialist interest in functional urology and incontinence surgery. Good experience in general urological surgery. Clinical training and experience equivalent to that required for gaining UK CCST in Urology Ability to offer expert clinical opinion on range of problems both emergency and elective within specialty Ability to take full and independent responsibility for clinical care of patients 	<ul style="list-style-type: none"> Experience of developing a service to provide specialist functional urology assessment and incontinence surgery. Post-CCT surgical fellowship in functional and incontinence surgery.
Management and Administrative Experience	Medium	<ul style="list-style-type: none"> Ability to advise on efficient and smooth running of service Ability to organise and manage out patient priorities, surgical waiting lists and operating lists Ability to manage and lead surgical firm 	<ul style="list-style-type: none"> Ability to manage and lead specialist unit, surgical directorate and working parties as appropriate Experience of audit management/ Clinical Governance
Teaching Experience	Medium	<ul style="list-style-type: none"> Experience of supervising FY1/2 , CT and ST trainee Ability to teach clinical and operative skills 	<ul style="list-style-type: none"> Experience of teaching basic clinical skills to undergraduates Experience of supervising SpR's Ability to supervise postgraduate research Experience of current assessment methods eg appraisal, DOPS and mini-cex and case based discussion
Research Experience	Low	<ul style="list-style-type: none"> Ability to apply research outcomes to clinical and surgical problems Publications in referred journals 	
Personal Attributes	High	<ul style="list-style-type: none"> Evidence of good team working Good interpersonal skills Enquiring, critical approach to work Caring attitude to patients Ability to communicate effectively with colleagues, patients, relatives, GP's nurses and other agencies Commitment to continuing medical education Willingness to undertake additional professional responsibilities at local, regional or national levels. 	

Weighted Criteria

High	3
Medium	2
Low	1