

## PERSON SPECIFICATION

**Post: CONSULTANT CLINICAL ONCOLOGIST**

**Job Ref No: 223-MC482B**

|                              | CRITERIA  |
|------------------------------|---|
| <b>QUALIFICATIONS</b>        | <ul style="list-style-type: none"> <li>• FRCR (Clinical Oncology) or equivalent qualification for Medical Oncology</li> </ul>   |
| <b>ELIGIBILITY</b>           | <ul style="list-style-type: none"> <li>• Entry on the General Medical Council (GMC) Specialist Register in Clinical Oncology via one of the following: <ul style="list-style-type: none"> <li>○ Certificate of Completion of Training (CCT) (the proposed CCT date must be within 6 months of the interview)</li> <li>○ Certificate of Eligibility for Specialist Registration (CESR)</li> <li>○ European Community Rights</li> </ul> </li> <li>• Evidence of achievement of competencies in line with GMC standards in Good Medical Practice.</li> </ul>   |
| <b>CLINICAL EXPERIENCE</b>   | <ul style="list-style-type: none"> <li>• <b>Audit:</b> Evidence of commitment to Clinical Audit and Research</li> <li>• <b>Clinical governance:</b> understanding and engaging in clinical governance: reporting errors, learning from errors.</li> <li>• Wide experience in all aspects of Oncology equivalent to requirement for gaining UK CCST in Oncology</li> <li>• Expertise in site specialty field where specified</li> <li>• Ability to take full responsibility for clinical care of patients</li> </ul>   |
| <b>TEACHING AND RESEARCH</b> | <ul style="list-style-type: none"> <li>• <b>Teaching:</b> Ability to teach clinical skills, teach and lecture on speciality</li> <li>• <b>Research:</b> Ability to apply research outcomes to clinical problems</li> </ul>  |
| <b>COMMUNICATION SKILLS</b>  | <ul style="list-style-type: none"> <li>• <b>Effective communication skills:</b> demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation.</li> <li>• <b>Empathy and sensitivity:</b> capacity to listen and take in others' perspectives.</li> <li>• <b>Works in partnership with patients:</b> always considers patients preferences when discussing treatment options.</li> </ul>  |
| <b>PERSONAL SKILLS</b>       | <ul style="list-style-type: none"> <li>• <b>Managing others &amp; team involvement:</b> capacity to work co-operatively with others and demonstrate leadership when appropriate. Capacity to work effectively in multi-professional teams.</li> <li>• <b>Leadership:</b> Recognised ability to work within and provide leadership in the MDT</li> <li>• <b>Coping with pressure:</b> capacity to operate under pressure. Demonstrates initiative and resilience to cope with setbacks &amp; adapt to rapidly changing circumstances.</li> <li>• <b>Problem solving &amp; decision making:</b> capacity to use logical/lateral thinking</li> </ul> |



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|                               | <p>to solve problems &amp; make decisions.</p> <ul style="list-style-type: none"><li>• <b>Organisation &amp; planning:</b> capacity to organise oneself and prioritise own work (including out-patient priorities. Demonstrates punctuality, preparation and self-discipline. Understands importance of information technology.</li><li>• <b>Flexible approach to work:</b> able to adapt and work with employers to deliver improved patient care.</li><li>• <b>Equality and diversity:</b> promotes equality and values diversity</li><li>• <b>Professional Development:</b> commitment to continuing professional development.</li></ul> |
| <b>PROBITY</b>                | <ul style="list-style-type: none"><li>• <b>Professional integrity and respect for others:</b> capacity to take responsibility for own actions and demonstrate a non-judgmental approach towards others. Displays honesty, integrity, awareness of confidentiality and ethical issues.</li></ul>   |
| <b>PERSONAL CIRCUMSTANCES</b> | <ul style="list-style-type: none"><li>• Must live within 10 miles or 30 minutes drive of hospital where provides out of hours cover</li></ul>   |

Completed By:  
Created on:

Dr Rozenn Allerton , Consultant Oncologist – Head of Service  
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