

## PERSON SPECIFICATION

**Post: LOCUM CONSULTANT UROLOGICAL SURGEON**

**Job Ref No: 223-MLC2102**

	CRITERIA
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>FRCS (Urol) or equivalent medical qualification</li> </ul>
<b>ELIGIBILITY</b>	<ul style="list-style-type: none"> <li>Full GMC Registration with a Licence to Practice</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>Experience in managing Urological diseases in UK</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 to solve problems &amp; make decisions.</li> <li><b>Organisation &amp; planning:</b> capacity to organise oneself and prioritise own work. 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> </ul>



	<ul style="list-style-type: none"><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 minute's drive of hospital where provides out of hours cover</li></ul>

Completed By:  
Created on:

Mr N Lynn  
October 2021