

PERSON SPECIFICATION

Post: Consultant Anaesthetist with an interest in Intensive Care Medicine and Anaesthetics
Job Ref No: 223-MC3990A

	CRITERIA
QUALIFICATIONS	<ul style="list-style-type: none"> FRCA accreditation Must have completed intermediate or Step 1 training in ICM or equivalent (as assessed by the FICM Equivalence Committee), with affiliate Fellowship of the Faculty of ICM or possess (or would be eligible for) the Fellowship by Assessment FFICM or Associate Fellowship (AFICM) of the Faculty of Intensive Care Medicine. Must be able to demonstrate a commitment to ICM with on-going learning in it. FFICM examination or other professional or higher qualification <ul style="list-style-type: none"> Non ICM CCT holders must meet the requirements laid down by the FICM
ELIGIBILITY	<ul style="list-style-type: none"> Entry on the General Medical Council (GMC) Specialist Register via one of the following: <ul style="list-style-type: none"> Certificate of Completion of Training (CCT) (the proposed CCT date must be within 6 months of the interview) Certificate of Eligibility for Specialist Registration (CESR) European Community Rights Evidence of achievement of competencies in line with GMC standards in Good Medical Practice including: <ul style="list-style-type: none"> good clinical care maintaining good medical practice good relationships and communication with patients good working relationships with colleagues good teaching and training professional behaviour and probity delivery of good acute clinical care
CLINICAL EXPERIENCE	<ul style="list-style-type: none"> Audit: Evidence of commitment to Clinical Audit and Research Clinical governance: understanding and engaging in clinical governance: reporting errors, learning from errors.

TEACHING AND RESEARCH	<ul style="list-style-type: none"> • Teaching: Ability to teach clinical skills, teach and lecture on speciality • Research: Ability to apply research outcomes to clinical problems
COMMUNICATION SKILLS	<ul style="list-style-type: none"> • Effective communication skills: demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation. • Empathy and sensitivity: capacity to listen and take in others' perspectives. • Works in partnership with patients: always considers patients preferences when discussing treatment options.
PERSONAL SKILLS	<ul style="list-style-type: none"> • Team working: demonstrated experience working in a team, values the input of other professionals in the team. • Managing others & team involvement: capacity to work co-operatively with others and demonstrate leadership when appropriate. Capacity to work effectively in multi-professional teams. • Leadership: Recognised ability to work within and provide leadership in the MDT • Coping with pressure: capacity to operate under pressure. Demonstrates initiative and resilience to cope with setbacks & adapt to rapidly changing circumstances. • Problem solving & decision making: capacity to use logical/lateral thinking to solve problems & make decisions. • Organisation & planning: capacity to organise oneself and prioritise own work. Demonstrates punctuality, preparation and self-discipline. Understands importance of information technology. • Flexible approach to work: able to adapt and work with employers to deliver improved patient care. • Equality and diversity: promotes equality and values diversity • Professional Development: commitment to continuing professional development.
PROBITY	<ul style="list-style-type: none"> • Professional integrity and respect for others: capacity to take responsibility for own actions and demonstrate a non-judgmental approach towards others. Displays honesty, integrity, awareness of

	confidentiality and ethical issues.
PERSONAL CIRCUMSTANCES	<ul style="list-style-type: none"> • Must live within 10 miles or 30 minute's drive of hospital where provides out of hours cover