

Consultant Psychiatrist

job description and person specification

The following job description is provided as a resource to the recruiting trust and may be used as a template. It is not designed to be exhaustive and should be amended locally as needed.

Post and specialty:	Consultant Psychiatrist in Child and Adolescent Psychiatry (Full time) This is one of two posts that have been developed for the new Inpatient Child and Adolescent Inpatient Unit.
Base:	Inspire, Walker St. Hull
Contract:	Number of programmed activities: 10 per week
Accountable professionally to:	Medical Director
Accountable operationally to:	Head of Service
Key working relationships and lines of responsibility:	Operational Line Manager: Nikki Titchner Clinical Lead: Trish Bailey Medical Lead: Dr Sherif Youakim Responsible Officer: Dr John Byrne Head of Service: Justine Rooke Deputy Medical Director: Dr Kwame Fofie Chief Operating Officer: Lynn Parkinson Medical Director: Dr John Byrne Chief Executive: Michelle Moran

1. Introduction

Humber Teaching NHS Foundation Trust provides a range of community and inpatient mental health, community services (including therapies), learning disability, healthy lifestyle support and substance misuse services for approximately 725,000 people living in Hull, the East Riding of Yorkshire and North Yorkshire.

The Trust also provides specialist services for children, including physiotherapy, speech and language therapy and support for children and young people and their families who are experiencing emotional or mental health difficulties.

Our specialist services, such as forensic support and offender health, support patients from the wider Yorkshire and Humber area and from further afield.

The Trust also runs Whitby Hospital, a community hospital providing inpatient, outpatient and community services to Whitby and the surrounding area, and eight GP practices in Hull, Cottingham, Market Weighton and Bridlington.



2. Trust details

The Trust employs approximately 3,000 staff across more than 70 sites at locations throughout Hull, the East Riding of Yorkshire and Whitby. As a teaching Trust, we work closely with our major academic partners, Hull York Medical School and Hull University, nurturing a workforce of tomorrow's doctors, nurses and other health professionals. Our income in 2020/21 was £178m, with the majority of this coming from our two main commissioners, NHS Hull, NHS East Riding of Yorkshire and NHS North Yorkshire Clinical Commissioning Groups (CCGs), as well as NHS England.

Hull Clinical Commissioning Group serves approximately 247,900 patients registered with approximately 45 practices and covers the City of Hull.

East Riding of Yorkshire Clinical Commissioning Group serves approximately 306,600 patients who are registered with approximately 50 practices. Its location includes the area west of Hull, along the North Bank of the Humber, Goole and Howdenshire, Haltemprice and Beverley. It covers an extensive rural area which includes the coastal strip from Spurn Point to the North of Bridlington, across the Yorkshire Wolds to Pocklington and Holme-on-Spalding-Moor. The area has communities ranging from those living in the Wolds and rural farming areas around Driffield and Market Weighton to the busy coastal towns of Bridlington, Hornsea and Withernsea.

Our Values and What They Mean

Putting the needs of others first

We place our patients and their carers at the heart of everything we do

We listen to what the people who use our services tell us – and we act on it

We accept that this requires acting with courage at times

Acting with compassion and care at all times

We treat patient and carers with dignity, respect and compassion at all times

We deliver our services to the highest standards of safety and in safe environments continuously seeking improvement.

We focus on learning and developing an open culture

We aim to provide the best services we can and constantly look at how we can improve them aspiring to excellence and be the best that we can be. We believe in the need to innovate and develop new models of care based on evidence, research and best practice. We are a teaching Trust and seek to improve standards of care and clinical effectiveness, value each other and develop teamwork. We believe in multi-disciplinary work, bringing together the right people, with the right skills, to care for our patients. We work across boundaries to deliver seamless service provision on behalf of our patients and their carers. We recognise, reward and celebrate success.

The Trust is divided in to four Care Groups:

1. Learning Disabilities Services and Children's Services.
2. Adult Mental Health Services and Older People's Mental Health – (The Department of Psychological Medicine in which the Perinatal Service is based, sits within this Care Group)
3. Specialist Services, (Forensic and Addictions)
4. Primary Care, Community Services

3. Service details

CHILD AND ADOLESCENT SERVICES

The Trust provides a comprehensive Specialist Child & Adolescent Mental Health Service across the whole of Hull & East Riding. The service is community focused with the aim to keep children and adolescents at home with increased support if possible.

Population served

Total pop	19 years under (CHIMAT)	
Hull	256,400	61,700
East Yorkshire	313,386	73,290
Total	569,786	134,990

Community Consultant Psychiatrists

Dr Sherif Youakim	East Riding CAMHS, Driffield
Dr Ravi Mahendra	Hull CAMHS, West
Dr Jenny Brown	East Riding CAMHS, Beverley and Goole

Vacant posts (currently occupied by Locum Consultants)

Hull CAMHS, East / Home treatment service (Crisis Team)

Neurodevelopmental Disorders

The CAMHS Community Team

The Humber CAMHS community team model is multi-disciplinary and consists of psychiatrists, psychologists, nurses, creative therapists and family therapists. There is currently funding across Hull & East Riding for 4.8 WTE Community Consultant Child & Adolescent Psychiatrists. There is one community service aligned to NHS Hull, and one community service aligned to NHS East Riding covering the areas of East Yorkshire & Yorkshire Coast & Wolds. There is also a Community Eating Disorder Team for Young People, and a 24 hour CAMHS Crisis Team who cover both the Hull and East Riding area.

CAMHS Crisis and Home Treatment Teams

For young people (under 18) who are experiencing emotional distress and are struggling to cope.

The CAMHS crisis team covers Hull and the East Riding and operates 24 hours a day, 7 days a week. This service is for young people (under 18) who are in crisis experiencing emotional distress and are struggling to cope.

The Home Treatment (Intensive Intervention Team) aims to work 8am-6pm seven days a week but in a managed way and not simply in response to crisis. This community-based service is provided at various locations across the Hull and ER areas in order to be able to offer families an accessible and convenient service within a less stigmatising and less threatening environment.

Child & Adolescent Forensic Services.

There is no specialist Psychiatric input into Child & Adolescent Forensic Services. There is a Specialist Child Assessment Service led by Psychology. There is an option to develop a special interest in forensic work.

Alcohol & Substance Misuse Service for Under 19's

This service is provided by REFRESH in Hull CAMHS will be providing time limited consultation to this service and does co-work cases with this service.

The Looked After Children's Health Team

The team ensure that all children receive a medical assessment within 20 working days of becoming looked after and that children aged under five years have a health assessment every six months and those aged five years -18 years have an annual health assessment. The team works very closely with colleagues in the local authority including the 2 local children's homes. The team also works closely with health colleagues including health visitors, school nurses and the Designated Doctor for Looked After Children. The team consists of a Designated Nurse and 2 Health Coordinators supported by Senior Administrators.

PSYPHER - Psychosis Service for People in Hull and East Riding

PSYPHER (Psychosis service for People in Hull and East Riding) is an early intervention in Psychosis Service.

The team works with people aged between 14 and 65, who are experiencing their first episode of psychosis or might be at risk of developing psychosis.

4. Local working arrangements

The Trust is seeking a consultant psychiatrist to join the newly developed inpatient service. This is one of two new consultants' posts. The consultant will provide clinical leadership to the new Inpatient Adolescent Unit, which is based in Walker Street in Hull. The unit comprises 13 beds, four of which are high dependency/Psychiatric Intensive Care.

The two posts were both originally 1.6 WTE and have been upgraded to 2 WTE, to include the additional responsibility of RC for patients awaiting admission to the Inpatient Adolescent Unit, who are otherwise temporarily admitted to the Paediatric Ward at Hull Royal Infirmary, Westlands or Newbridges Adult Units or other Mental Health Unit in the Trust. This will provide patients with continuity of care and allow the consultant a better understanding of the needs of the patient prior to their transfer.

The staffing structure is shown below:

Senior Clinical Leadership Team				
Ward Manager (1WTE), x2 Consultant Psychiatrists (2 WTE), Consultant Psychologist (1WTE), Advanced Nurse Practitioner (1WTE)				
Core Team	Therapies	Education	Support Staff	
Band 6 Clinical lead (0.6 WTE),	Staff Grade Doctor (1 WTE)	Teacher	Medical Secretary (2 WTE)	[5]
Band 5 Staff Nurses (10 WTE),	Family Therapist (0.6 WTE)	Teacher Assistant	Admin Support (2 WTE)	
Band 4 Associate Practitioners (3 WTE),	Psychologist Assistant (1 WTE)		Hotel Services	
Band 3 Clinical Support Workers (12 WTE)	Social Worker (1 WTE),			
	Dietician (0.2 WTE),			
	Occupational Therapist (0.6 WTE),			
	Speech & Language Therapist (0.2 WTE),			
	Physiotherapist (0.2 WTE)			

Bed occupancy:

April 2021	79%	} Out of 11 beds operating
May 2021	61%	
June 2021	43%	
July 2021	71%	
August 2021	82%	
September 2021	68%	

5. Continuing professional development (CPD)

CPD is supported by the Trust and all Consultants are encouraged to be in good standing with the CPD requirements of the Royal College of Psychiatrists. Time and funding is available to provide 10 days study leave in a year or 30 days over a 3 year period. Time is also given to complete mandatory training leave. The appointee will be required to participate in CPD peer review. A CPD peer group is available to Consultants within the Trust. The job plan includes one session of CPD.

6. Clinical leadership and medical management

The Trust comprises 4 Divisions that report to the Clinical Director who in turn reports to the Medical Director and Chief Operating Officer. In addition, each Division has its own Clinical Lead.

7. Appraisal and job planning

All doctors employed by the Trust are required to participate in an annual appraisal by a trained appraiser who will be pre-allocated to them. The Trust has a network of trained medical appraisers. The outcome of the appraisals forms the basis of the decision by the Responsible Officer (Medical Director) to recommend revalidation to the General Medical Council. The appraisal process is in accordance with the Trust's Revalidation Policy.

A formal job plan will be agreed between the appointee and their Clinical Lead, approximately three months following the commencement date of the appointee. The proposed 10 PAs job plan is to be used as a guide for the first three months. Thereafter job planning is held annually. This is a prospective agreement that sets out the consultant's duties, responsibilities and objectives for the coming twelve months. It will cover all aspects of a consultant's professional practice including clinical work, teaching, research, continuing professional development and managerial responsibilities. It will provide a clear schedule of commitments, both internal and external to the employing organisation. In addition, it should include personal objectives, including the link to the wider service objectives and details of the support required by the consultant to fulfil the job plan and the objectives. It is anticipated that the job planning meeting will involve an academic performance review with Prof Gilbody.

The Trust recommends mentors for newly appointed consultants and will make arrangements for providing a mentor from within the organisation or will support a Consultant who wishes to engage in mentoring external to the Trust.

8. Teaching and Training**8.1. Post Graduate Training**

The Trust runs a successful basic specialist training programme in psychiatry with 12 trainees rotating through various sub-specialties across the East Riding and NE Lincs Rotation. The scheme is fully approved by the Royal College of Psychiatrists. Trainees attend the preparation course at the University of Leeds for one day a fortnight during the academic year, and also actively participate in the Wednesday morning local teaching programme which includes invited speakers as well as journal clubs. Consultants are encouraged to attend to support their trainees and to promote their own continuing professional development. Trainees gain experience of psychotherapy under the guidance of a Consultant Psychotherapist. There are a number of higher trainees (ST 4-6) across the Trust's services. In addition, the Trust also trains GP trainees and Foundation Doctors. The post holder will need to be registered/trained by the Deanery as an Educational Supervisor for Core, Foundation and GP trainees.

The Knowledge Management and Library Services work in partnership with the Libraries of Hull Royal Infirmary, Castle Hill Hospital and the local NHS commissioners. All staff are entitled to full membership of these libraries and also to membership of Brynmor Jones Library, University of Hull. The Librarian provides inter-library loans, current awareness service, mediated literature searches and guidance in 'information retrieval skills'.

8.2. Undergraduate Medical Teaching

The Trust is a Teaching Trust and therefore considers the active participation of consultant and other medical staff in teaching and training to be part of core activities. Not all consultants will have regular and substantial teaching commitments but all will be involved in related activities from time to time. It is therefore expected that all consultants will be familiar with the principles of effective teaching and will enable the service and colleagues to fulfil their obligations to learn and teach about effective care.

Our Trust is an active partner of the Hull York Medical School (HYMS) for teaching medical undergraduates and all consultant medical staff are expected to participate to the level agreed within their service.

Where it is agreed by the Associate Director of Clinical Studies (ADoCS), Associate Medical Director and/or Clinical Lead that the post holder will be significantly involved in delivering undergraduate medical teaching, the following requirements have been agreed with Hull York Medical School:

In accordance with its Policy on Honorary Titles, the Hull York Medical School will award the title of Honorary Senior Lecturer to the Consultant appointed to the role in recognition of their willingness to participate in undergraduate teaching in support of these arrangements. The honorary title will be awarded for a period of 5 years and renewable thereafter as appropriate.

This honorary title will entitle the consultant to request access to the Hull York Medical School, and University premises and facilities, including the use of the Medical School's IT systems and the Universities' library services.

In accepting the role, the appointee will undertake to satisfy the criteria for the award of an Honorary University title, which will include:

- a. Contribution to teaching and assessment (including examinations) of medical students as agreed with the Associate Medical Director and Associate Director of Clinical Studies (ADoCS).

- b. Attend the Hull York Medical School tutor induction course or equivalent within the first 2 years (not required for renewals).
- c. Show a commitment to learning and teaching by having attended at least 2 relevant courses over 5 years (as identified on an individual basis and as relevant in that particular field). This may include, for example, training in lecturing, student assessment or, peer reviewing.
- d. Participate in peer reviews or a similar review of teaching, as advised by the Trust Associate Director of Clinical Studies (ADoCS)."

9. Research

Humber NHS Foundation Trust has a well-established Research Department which sits within the Medical Directorate and is managed by the Head of Research. There is also a Research and Development Committee that meets quarterly, with consultant representation, and reports into the Integrated Audit and Governance Committee and through to the Board. The Trust is actively engaged in local and national research and has strong links with the Yorkshire and Humber Clinical Research Network. There are opportunities for interested consultants to take local principal investigator roles in research projects, with support from the Research Department as required, or to be Chief Investigators in their own right. The Trust has been very successful in recruiting participants for various National Institute for Health Research 'Portfolio' studies and has a team of researchers who promote, facilitate and support these studies in collaboration with clinicians. Links have been established with various higher education institutions and new ones are being formed for future collaboration on research studies.

A research strategy, approved by the Trust's Board, is in place and includes the following objectives:

1. Provide greater opportunities for patients and their families to become involved in research and research processes
2. Maximise involvement in research in order to contribute to the economic stability of the Trust
3. Meet national NIHR governance metrics & key performance indicators
4. Operate in accordance with national research governance procedures
5. Support and develop high quality research that is initiated by Trust staff
6. Develop research capacity and experience in the Trust
7. Maintain existing partnerships with Universities, other research organisations and facilitate new partnerships
8. Strengthen the research culture in the Trust, improving organisational engagement with research at all levels

There are no research requirements expected of the post holder.

10. Mental Health Act and Responsible Clinician approval

The post holder would be expected to be approved as a Responsible Clinician or be willing to undertake training to obtain Section 12(2) MHA and will be expected to renew this approval according to agreed procedures.

11. Secretarial support and office facilities

- Specific consultant secretarial support arrangements, including arrangements for other team members; please refer to College [guidance on accommodation and administrative support](#), revised in November 2016.
- 1 x ward clerk / housekeeper.
- There is an office for the use of the consultant which is lockable and has both telephone and data access to support clinical work.

12. Clinical duties of post holder

This inpatient post covers 13 beds for the populations of Hull, East Riding and North Lincolnshire. It is expected that there will be daily handovers, biweekly ward reviews/Care Programme Approach reviews.

There is an expectation that the post holder will be involved in the following:

Management of complex cases.

- Clinical leadership of team.
- Assessment of referrals/admissions.
- Care plan and treatment formulation, guidance on evidence-based treatment and effectiveness.
- Liaison and collaborative working with other services/agencies.
- Mental Health Act implementation.
- Multi-disciplinary, multi-agency and partnership working.
- Participation in undergraduate and postgraduate clinical teaching.
- Participation in the training of other disciplines.
- Providing educational supervision of trainees and other disciplines.
- Taking part in continuing medical education within statutory limits.

13. Training duties

These will include

- Participation in undergraduate and postgraduate clinical teaching.
- Participation in the training of other disciplines.
- Providing educational supervision of trainees and other disciplines.
- Taking part in continuing medical education within statutory limits.

14. Clinical governance and quality improvement

Each consultant is responsible for the management of his/her practice. This includes the supervision, appraisal performance management and discipline of junior doctors who are attached to them. Doctors are expected to cooperate in using the best available evidence and up to date guidelines in order to achieve best clinical practice and cost-effective care. All consultants are required to participate in the agreed clinical governance agenda, which includes clinical audit. An established programme of continuous quality improvement including clinical audit exists within the service and the appointee will be expected to participate in this.

HFT staff must be aware of the individual professional responsibilities to develop their practice and deliver care through a clinical governance framework, i.e., Continuing Professional Development, Audit and Supervision.

All staff should understand the role of the national agendas and systems for improving quality of care provision (National Service Frameworks, strategies, National Institute for Clinical Effectiveness, Strategic Health Improvement).

15. Quality Improvement

At Humber Teaching NHS Foundation Trust, Quality improvement is central to everything we do. Our underlying approach is that all staff, service users, patients and carers should feel empowered to identify an area for improvement and have the right skills and time to deliver it.

To support the building of a Quality Improvement culture, the Trust has introduced a Quality Improvement Doctors Approach that is led by the Clinical Director and Deputy Medical Director with the support of Quality Improvement Doctor Champions, and representatives from the Quality Improvement and Clinical Audit Teams and encourages all Doctors to have a go at identifying and delivering an improvement or clinical.

Consultants are encouraged to promote and participate in Quality Improvement within the Trust which includes:

- Support the Trust's Quality Improvement Approach for Doctors by embedding a culture of continuous improvement and learning within their team.
- To utilise the Model for Improvement, or other quality improvement methodology, to think systemically about complex problems, develop potential change ideas and test these in practice.
- To empower their team to resolve local issues daily using the tools and methods of quality improvement without staff having to seek permission.
- To promote awareness and understanding of quality improvement and share learning and successes via the Trust's charters and celebration activities.

16. General duties

- To manage, appraise and give professional supervision to junior medical staff as agreed between consultant colleagues and the medical director and in accordance with the Trust's personnel policies and procedures. This may include assessing competences under the Modernising Medical Careers framework.
- To ensure that junior medical staff working with the post holder operate within the parameters of the New Deal and are Working Time Directive compliant. To undertake the administrative duties associated with the care of patients.
- To record clinical activity accurately and comprehensively and submit this promptly to the Information Department.
- To participate in service and business planning activity for the locality and, as appropriate, for the whole mental health service.
- To participate in annual appraisal for consultants.
- To attend and participate in the academic programme of the Trust, including lectures and seminars as part of the internal CPD programme.
- To maintain professional registration with the General Medical Council, Mental Health Act

Section 12(2) approval, and to abide by professional codes of conduct.

- To participate annually in a job plan review with the clinical manager, which will include consultation with a relevant manager in order to ensure that the post is developed to take into account changes in service configuration and delivery associated with modernisation.
- To work with local managers and professional colleagues in ensuring the efficient running of services and share with consultant colleagues in the medical contribution to management.
- To comply with the Trust's agreed policies, procedures, standing orders and financial instructions, and to take an active role in the financial management of the service and support the medical director and other managers in preparing plans for services.

17. External duties, roles and responsibilities

The Trust actively supports the involvement of the consultant body in regional and national groups subject to discussion and approval with the medical director and, as necessary, the chief executive officer.

18. Other duties

From time to time it may be necessary for the post holder to carry out such other duties as may be assigned, with agreement, by the Trust. It is expected that the post holder will not unreasonably withhold agreement to any reasonable proposed changes that the Trust might make.

19. Work programme

It is envisaged that the post holder will work 10 programmed activities over 5 days. Following appointment there will be a meeting at no later than three months with the clinical manager to review and revise the job plan and objectives of the post holder. The overall split of the programmed activities is 7.5 to be devoted to direct clinical care and 2.5 to supporting professional activities (as per the Royal College of Psychiatrists recommendation). The timetable is indicative only. A formal job plan will be agreed between the post holder and associate medical director or clinical manager three months after commencing the post and at least annually thereafter.

20. On-call and cover arrangements

The post holder will participate in the out of hours on-call rota for CAMHS, which currently stands at 1 in 7. (will not need to provide out of hours cover to the unit). Out of hours cover is provided by the out of hours on call consultants from the in-patient and community services of Hull, East Riding supported by a 24-hour crisis team.

21. Wellbeing

- Effective local occupational health support (confidential, includes modalities of self-referral, promoted regularly at induction and when in post)

The post holder will have access to the Occupational Health (OH) Department. The OH team has access to a physiotherapist and psychologist, and the post holder may self-refer or be referred through their manager. The post holder will have access Health Assured service, which provides free counselling, including face-to-face, and well as legal and financial support, online CBT and wellbeing resources. Information about Occupational Health and Health Assured will be disseminated at the induction and regularly when in post to ensure the post holder has timely access to the details if help seeking is necessary.

- Proactive local organisational systems to support doctors' wellbeing following serious incidents

Supporting the wellbeing of the post holder after serious incidents that involve patients in their care (e.g. homicide or suicide) is paramount, and a dedicated senior clinician will provide support and advice as needed after the incident. Details of the senior clinician able to offer this support will be provided via the Medical Directorate at the time of initial induction.

- Timely job planning reviews when there are changes in regard to the pre-agreed workload

If there are changes to the pre-agreed workload (e.g. unexpected cover of a different unit/service outside the casual cross-cover arrangement) a timely meeting with the line manager before cover starts will enable discussion of the feasibility of the change within the constraints of needing to manage a safe workload. Additional support will be sourced if required. A timely job plan adjustment will be arranged if a new working arrangement is to proceed.

- Availability of local initiatives/resources that promote workforce wellbeing (example: self-care, work-life balance, stress management, coaching/mentoring, peer group support, Balint groups for consultants/SAS)

The trust has several initiatives to support wellbeing that the post holder is encouraged to participate in. These currently include flexible working, flexible retirement, season ticket scheme, lease vehicle scheme, cycle scheme, retail and restaurant discounts, eye test scheme, free health checks, menopause support, gym discounts, wellbeing events, mindfulness courses, wellbeing walks and jogs, and parenting workshops. The post holder will form part of a consultant peer group who meet regularly.

22. Contract agreement

The post will be covered by the terms and conditions of service for Hospital Medical and Dental staff (England and Wales) as amended from time to time. Contracts have been agreed with the BMA local negotiators, but individuals may wish to discuss this further before acceptance.

23. Leave

The post-holder is entitled to 30 days of annual leave plus Bank Holidays per year and 30 days of study leave over three years (both are pro rata).

24. Visiting arrangements (key contact numbers, trust website etc.)

Suggested draft timetable:

Day	Time	Location	Work	Category	No. of PAs
Monday	AM	Ward	Clinical Work	DCC	1
	PM	Ward	Clinical Work	DCC	1
Tuesday	AM	Ward	Clinical Work	DCC	1
	PM	Ward	Clinical Work/Supervision	DCC /SPA	0.5 0.5
Wednesday	AM	Online / lecture theatre	CPD	SPA	1
	PM			DCC	1
Thursday	AM	Various Location or MST	Consultants peer supervision forum	DCC / SPA	1
	PM	Ward		DCC	1

Friday	AM	Ward		DCC	1
	PM	Ward		DCC	1
Unpredictable / emergency on-call work			O/C consultant Rota for MHA /		
Total PAs	Direct clinical care				7.5
	Supporting professional activities				2.5

Ms Michele Moran

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Website

The website for HFT is www.humber.nhs.uk

The website for MHARG is <https://www.york.ac.uk/healthsciences/research/mental-health/>

25. Approval of this job description by the Royal College of Psychiatrists

This job description and person specification was approved by the Royal College of Psychiatrists' regional advisor on DD/MM/YYYY.

Appendix 1: Sample person specification/selection criteria for consultant

Abbreviations for when assessed: Scr: Screening prior to short-listing

SL: Short-listing from application form

AAC: Advisory Appointments Committee

Ref: References

Pres: Presentation to AAC panel

As an Equal Opportunities employer, the Trust welcomes applications from candidates with lived experience of mental health issues.

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
QUALIFICATIONS	MB BS or equivalent medical qualification.	Scr	Qualification or higher degree in medical education, clinical research or management. MRCPsych Additional clinical qualifications.	SL Scr SL
ELIGIBILITY	Fully registered with the GMC with a licence to practise at the time of appointment. Included on the GMC Specialist Register OR within six months. Approved clinician status OR able to achieve within 3 months of appointment Approved under S12 OR able to achieve with 3 months of appointment	Scr Scr Scr Scr	In good standing with GMC with respect to warning and conditions on practice	Scr
TRANSPORT	Holds and will use valid UK driving licence OR provides evidence of proposed alternative.	Scr		

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
CLINICAL SKILLS, KNOWLEDGE & EXPERIENCE	<p>Excellent knowledge in specialty</p> <p>Excellent clinical skills using bio-psycho-social perspective and wide medical knowledge</p> <p>Excellent oral and written communication skills in English</p> <p>Able to manage clinical complexity and uncertainty</p> <p>Makes decisions based on evidence and experience including the contribution of others</p> <p>Able to meet duties under MHA and MCA</p>	<p>SL, AAC, Ref</p> <p>SL, AAC, Ref</p> <p>SL, AAC, Ref</p> <p>AAC</p> <p>AAC</p> <p>AAC</p>	<p>Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service</p>	SL, AAC
ACADEMIC SKILLS & LIFELONG LEARNING	<p>Able to deliver undergraduate or postgraduate teaching and training</p> <p>Ability to work in and lead team</p> <p>Demonstrate commitment to shared leadership & collaborative working to deliver improvement.</p> <p>Participated in continuous professional development</p> <p>Participated in research or service evaluation.</p> <p>Able to use and appraise clinical evidence.</p> <p>Has actively participated in clinical audit and quality improvement programmes</p>	<p>SL, Pres, AAC</p> <p>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC, Pres</p> <p>SL, AAC, Pres</p>	<p>Able to plan and deliver undergraduate and postgraduate teaching and training relevant to this post</p> <p>Reflected on purpose of CPD undertaken</p> <p>Experienced in clinical research and / or service evaluation.</p> <p>Evidence of achievement in education, research, audit and service improvement: awards, prizes, presentations and publications.</p> <p>Has led clinical audits leading to service change or improved outcomes to patients</p>	<p>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC</p> <p>SL</p> <p>SL, AAC</p>

