

People Centred

Positive

Compassion

Excellence

CONSULTANT PERSON SPECIFICATION

POST: Consultant Rheumatologist

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Legal Requirements	<p>Inclusion on the Specialist Register or eligible for inclusion within 6 months of interview date</p> <p>Full registration with the GMC</p>		<p>Curriculum Vitae (CV)</p> <p>CV</p>
Qualifications and Training	<p>MB ChB or equivalent</p> <p>MRCP or equivalent</p>	<p>Higher degree (MD/PhD)</p>	<p>CV</p> <p>CV</p>
Skills and Abilities	<p>Excellent communication skills – both oral and written.</p> <p>Effective teaching skills</p> <p>Ability to organise and prioritise workload and to delegate responsibility and supervise staff.</p> <p>Ability to motivate and inspire a multi-disciplinary team and work sensitively within teams and across organisations</p> <p>Involvement and evidence of implementation of service development and managing change in a healthcare setting</p> <p>Leadership skills- ability to take responsibility, show leadership and make decisions</p>	<p>Computer and IT skills</p> <p>Educational qualification or working towards.</p>	<p>CV/Interview/ Assessment Centre</p> <p>CV/Interview</p> <p>CV/Interview/ Assessment Centre</p> <p>Interview/Assessment Centre</p> <p>CV/Interview</p> <p>CV/Interview/ Assessment Centre</p>
Management skills	<p>Awareness of NHS organisation and core values of NHS</p> <p>Understanding of the management responsibilities of NHS consultants</p> <p>Participation in a management training course</p>		<p>CV/Interview</p> <p>CV/Interview/ Assessment Centre</p> <p>CV/Interview</p>

Knowledge / Research	Commitment to CPD and requirements of clinical governance and audit	A proven track record in self-directed research Publications in peer reviewed journals	CV/Interview CV/Interview
Adherence to the Values of the Trust	<p>People Centred Always patient and staff focused. Supports effective team work. Able to demonstrate integrity through honest and open behaviours Communicates widely and effectively.</p> <p>Compassion Always shows empathy for patients and staff. Always seeks to understand how others are feeling.</p> <p>Positive Always staying positive to reassure staff and patients. Always reflecting the impact of own attitude and behaviours upon the service and staff.</p> <p>Excellence Always striving to do best for patients and staff. Always appreciating the efforts of others. Always taking responsibility for actions. Always seeking out opportunities for improvements.</p>		Interview/ Assessment Centre