

# North Bristol NHS Trust

Exceptional healthcare, personally delivered

## Person Specification

### SECTION 8 – PERSON SPECIFICATION

| Assessment at Shortlisting Stage    |  |  |                |
|-------------------------------------|--|--|----------------|
| Category                            | Essential  | Desirable  | Scoring Matrix |
| Qualifications and Registration     | <p>MRCP or Equivalent</p> <p>Full Registration with GMC</p> <p>Must have CCT in General Medicine or Acute Internal Medicine and have been entered on the Specialist Register.</p> <p>Specialist registrars that do not hold a CCT must be due to be awarded one within 6 months of the interview date.</p> | <p>MD.MSc, PhD</p> <p>CCT in Acute (internal) Medicine</p> | Qualifications |
| Training and Experience             | Recent experience and familiarity of UK hospital systems and practices (or equivalent).  |  | Experience     |
| Further Training, Management, Audit | <p>Evidence of recent CME/ reasonable training progression at this stage of career.</p> <p>Experience in audit projects.</p> <p>Knowledge of contemporary NHS management issues.</p>   | Completion of a general management course or programme.    | Knowledge      |

|  |   |   |        |
|--|---|---|--------|
|  | <p>Knowledge of political context within which we operate.</p> <p>Able to demonstrate leadership capability within multi-disciplinary teams and across organisations.</p>   |   |        |
| Research, Teaching, Publications   | <p>Proven teaching ability.</p> <p>Willingness to undertake teaching of medical undergraduates &amp; postgraduates, and non-medical trainees.</p> <p>Ability to gain the trust and confidence of colleagues and patients.</p> <p>Ability to teach effectively.</p>  | <p>Proven track record in research and willingness to undertake further research.</p> <p>Evidence of relevant publications in peer reviewed journals.</p> <p>Demonstration of involvement in clinical directorate management.</p> | Skills |
| Personal Requirements (e.g. Communication, Leadership skills, Flexibility) | <p>Ability to lead a team and form effective working relationships within a team.</p> <p>Ability to inspire, motivate and develop junior medical staff.</p> <p>Effective communicator, able to work in a close-knit team and co-operate with all medical and paramedical staff.</p> <p>Flexible, able to cover colleagues' absence.</p> <p>Professional attitude towards work, reliability, good record of attendance and tidy personal appearance.</p> <p>Ability to work independently as well as part of the Medical Directorate. To balance individual requirements against those of the Trust.</p> | Fully accredited educational supervisor.  | Other  |

