

Surgery Health Care Group

PERSON SPECIFICATION

TRUST GRADE SURGICAL SPECIALTIES

Essential Criteria Requirements Necessary for Safe And Effective Performance	How / Where Assessed
Qualifications <ul style="list-style-type: none"> Registerable Medical Degree, eg MBBS 	Application Form
Registration <ul style="list-style-type: none"> Full registration with the GMC, and a Licence to Practise 	Application Form Evidence presented at Interview
Citizenship <ul style="list-style-type: none"> Eligibility to work in the UK 	Application Form Evidence presented at Interview
Experience <ul style="list-style-type: none"> Minimum – F1 posts or equivalent undertaken and eligible to work at F2 level 	Application Form Interview
Personal (transferable) skills <ul style="list-style-type: none"> Communicates clearly both verbally and written. Has a long-term career goal that will be assisted by obtaining this position. 	Application Form Interview
Clinical Skills <ul style="list-style-type: none"> Appropriate skills required at this stage in career 	Application Form Interview
Language Skills <ul style="list-style-type: none"> All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues demonstrated by one of the following: <p>That applicants have undertaken undergraduate medical training in English; or have the following scores in the academic International English Language Testing System (IELTS) – Overall 7, Speaking 7, Listening 7, Reading 7, Writing 7 . If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence</p>	Application Form Interview Evidence presented at Interview

Desirable Criteria Elements That Contribute To Improved Performance	How / Where Assessed
Work Management <ul style="list-style-type: none"> Ability to prioritise work, aware of limitations. Able to manage stress and can work on own initiative. 	Interview
Experience <ul style="list-style-type: none"> A minimum of 6 months at 1st on-call level at a DGH or equivalent 	Application Form Interview
Research/Publications <ul style="list-style-type: none"> Academic distinctions/awards, on-going research work, papers presented at academic meetings 	Application Form Interview
Commitment to Further Training <ul style="list-style-type: none"> Clear career goals. Mechanisms for keeping up to date, e.g. journals, courses 	Application Form Interview
Audit <ul style="list-style-type: none"> Demonstrates basic understanding of audit and recognises benefits 	Interview