

PERSON SPECIFICATION

JOB TITLE:	Senior Clinical Fellow
JOB BAND:	Registrar Level

GUIDANCE FOR MANAGERS:

This document will not be used for the purpose of advertising the post but should be used as a tool to assist in the shortlisting of candidates. All role requirements detailed in this document, both essential and desirable that will be used to assess the suitability of a candidate must be added to the Role Requirements tab on the Trac System.

Qualifications & Education	Weighting (Essential or Desirable)
Medical qualification recognised by the General Medical Council (GMC)	Essential
Full GMC registration with licence to practice	Essential
Advanced Life Support Certificate	Essential
Eligibility to live and work in the UK	Essential
MBBS or equivalent medical qualification	Essential
MRCS or equivalent	Essential

Knowledge and Training	Weighting (Essential or Desirable)
<p>The applicant must be of good standing and fit to practise medicine safely in accordance with GMC's Good Medical Practice (2020) domains:</p> <ul style="list-style-type: none"> • Knowledge, skills and performance • Safety and quality • Communication, partnership and teamwork • Maintaining trust 	Essential

Experience	Weighting (Essential or Desirable)
A minimum of 12 months UK clinical experience or equivalent	Desirable
24 months experience at Senior House Officer level or equivalent	Essential

Communication & Relationship Skills	Weighting (Essential or Desirable)
Has understanding of the importance of communication within a clinical setting	Desirable

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.	Essential
Demonstrable skills in listening, reading, writing and speaking in English that enable effective communication about medical topics with patients and colleagues, as set out in the GMC's Good Medical Practice (2013)	Essential

Analytical & Judgement Skills	Weighting (Essential or Desirable)
Judgement under Pressure: Capacity to operate effectively under pressure & remain objective in highly emotive/pressurised situations. Awareness of own limitations & when to ask for help.	Essential
Problem Solving: Capacity to think beyond the obvious, with analytical and flexible mind. Capacity to bring a range of approaches to problem solving	Essential
Situation Awareness: Capacity to monitor and anticipate situations that may change rapidly.	Essential

Planning & Organisational Skills	Weighting (Essential or Desirable)
Decision Making: Demonstrates effective judgement and decision-making skills	Essential
Team working & Team Involvement: Capacity to work effectively in a multi-disciplinary team. Capacity to establish good working relations with others & values the input of other professionals in the team.	Essential
Organisation & Planning: Capacity to manage time and prioritise workload, balance urgent & important demands, follow instructions. Understands importance and impact of information systems	Essential
Career Objectives: Ability to demonstrate an understanding of current career pathways	Desirable

Equality, Diversity, Inclusion and Trust Values	Weighting (Essential or Desirable)
Able to provide safe, caring, and effective services	Essential

Values and behaviours that reflect the Trust values of Care, Respect and Responsibility	Essential
Commitment to creating a diverse and inclusive workplace that is free from discrimination and where people feel they belong and their contribution is valued	Essential

Prepared by:	Chaminda Sellahewa (CSL)
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