

## EMPLOYMENT CRITERIA / PERSON SPECIFICATION

The purpose of this specification is to identify the attributes required by applicants to perform the duties in the job description. The specification will be used to shortlist applicants and to compare how well candidates match the agreed specification. It will also be used by potential candidates to understand expectations and identify how their skills, behaviours and experience will be assessed.

<b>Post Title</b>	Specialist Cardiac Physiologist	<b>Directorate/Department</b>	CV&T
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<b>Assessment Method Key</b> (Note for candidates: This is not an exhaustive list and if you have any questions about the assessment methods listed, please contact the team member named on the job advert.)	
<b>Interview</b>	These criteria will be assessed during an interview, should you be shortlisted.
<b>Application</b>	These criteria will be assessed at shortlisting; therefore anything not advised in your application can not be scored.
<b>Presentation</b>	During an interview you may be asked to produce a presentation, this is when these criteria will be assessed.

Qualifications / training required			
Requirements	Assessment Method	Essential	Desirable
BSc in Clinical Physiology	Interview/application	X	
Immediate Life Support qualified	Interview/application	X	
Working towards relevant professional accreditation	Interview/application		X
Working toward or having RCCP voluntary registration	Interview/application		X
Previous or relevant experience necessary			
Requirements	Assessment Method	Essential	Desirable
Broad knowledge of a wide range of tests and techniques performed by Cardiac Physiologists	Interview/application	X	
Consolidated post qualification experience in a technical role within a cardiology department (providing evidence of competency achievement)	Interview/Application	X	
Good understanding of the overall service requirements and of own role in the maintenance of an efficient service	Interview/application	X	
Good IT skills – able to record results into a range of databases	Interview/application	X	
Some experience in teaching and training	Interview/application		X
Aptitudes and skills required			

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Requirements	Assessment Method	Essential	Desirable
Excellent communication skills at all levels internal and external to the department	Interview/application	X	
Able to prioritise own workload and that of junior staff	Interview/application	X	
Able to act on own initiative and work independently with consideration to the team working efficiently	Interview/application	X	
Self-motivated and effective when working under pressure	Interview/application	X	
Able to motivate others	Interview/application	X	
Excellent patient manner and communication, to create a relaxed environment in order to obtain the best quality results from any test performed	Interview/application	X	
To perform tests with an appreciation of individual patient needs, age, clinical condition, emotional state and cultural differences	Interview/application	X	
Able to analyse tests, assessing test results against acceptability criteria	Interview/application	X	
Able to competently perform role in emergency situations and to maintain concentration and composure in highly stressful situations	Interview/application	X	
Awareness of the boundaries in which to operate with an appreciation of own limitations.	Interview/application	X	
<b>Special requirements of the post</b>			
Requirements	Assessment Method	Essential	Desirable
Able to work towards participation with an on-call roster OR Saturday/Bank Holiday working	Interview/application	X	
<b>Values and behaviours</b>			
Requirements	Assessment Method	Essential	Desirable
Able to demonstrate behaviours that meet the Trust Values <ul style="list-style-type: none"> <li>• Patients First</li> <li>• Always Improving</li> <li>• Working Together</li> </ul>	Application and Interview	X	