

Person Specification

This is a specification of the Qualifications, Skills, Experience, Knowledge, Personal Attributes and Other Requirements which are required to effectively carry out the duties and responsibilities of the post (as outlined in the Job Description).

Requirement	Essential / Desirable	How Assessed
<u>BEHAVIOURS ALIGNED WITH TRUST VALUES</u>		
<ul style="list-style-type: none"> Outstanding care Listening and leading Working together 	E E E	Interview (IV) & Application form (AF)
<u>QUALIFICATIONS & TRAINING</u>		
<u>Evidence of Qualifications required</u>		IV
GMC registered	E	AF
Entry onto Specialist register with CCT in cardiology 6 months of date of interview for this post	E	AF
MRCP (UK) or equivalent	E	AF
ALS provider	E	AF
MD, PhD or equivalent	D	AF
<u>KNOWLEDGE</u>		
Appropriate levels of clinical knowledge	E	AF, Ref
Shows awareness of own limitations	E	IV, ref
Demonstrate wide awareness of issues in health care	D	AF, IV
<u>EXPERIENCE</u>		
Demonstrable commitment and enthusiasm for cardiology.	E	AF, IV
Sub-speciality interest in coronary intervention with demonstration of significant experience commensurate with independent practice	E	AF, IV
Other sub-speciality interest in imaging, or heart failure or devices	D	AF, IV
<u>SKILLS & ABILITIES</u>		
Ability to take full and independent responsibility for clinical diagnosis and care of patients	E	IV, Ref
Clear, logical thought processes displaying an analytical/scientific approach.	E	AF, IV
Evidence of ability to mentor staff, both medical and nursing	E	AF, IV, Ref
Able to undertake rotablation	D	AF, IV
<u>COMMUNICATION SKILLS</u>		
Evidence of a good standard of Literacy / English language skills	E	AF, IV, Ref AF, IV, Ref

Ability to build rapport, listen, persuade, and negotiate. Ability to take responsibility, show leadership, make decisions, exert appropriate authority	E E	AF, IV, Ref
PLANNING & ORGANISING SKILLS Ability to prioritise clinical need Ability to effectively organise oneself and own work Evidence of participation in clinical audit Ability to take a lead in developing/managing a clinical area Experience in wider aspects of geriatric care (service design and networks) Understanding of NHS, Clinical governance & resource constraints Management/financial awareness Experience of committee work Active involvement in audit with demonstration of improved outcomes/change	E E E E E D D D D	IV, ref IV, Ref AF, IV AF, IV AF, IV AF, IV AF, IV AF, IV AF, IV
PHYSICAL SKILLS Meets professional health requirements. Ability to move across sites on a daily basis where required	E E	
PERSONAL SKILLS Ability to take responsibility, show leadership, make decisions, exert appropriate authority Ability to see patients as people, empathise, work co-operatively with others, be open and non-defensive, and maintain a sense of humour Ability to use a non-judgemental approach to patients and colleagues regardless of their sexuality, ethnicity, disability, religious beliefs or financial status Ability to change and adapt their work practices to respond to rapidly changing circumstances Able to operate effectively under pressure, cope with setbacks, be self-aware Is well prepared, shows self-discipline/ commitment, is punctual and meets deadlines Shows enthusiasm and drive (self-starter, motivated, shows curiosity and initiative) Able to display honesty, integrity, awareness of ethical dilemmas, respects confidentiality OTHER Willingness to use technology to improve standards of care and support to our patients Car owner – driver	E E E E E E E E	AF, IV, Ref IV, Ref IV, Ref IV, Ref IV, Ref AF, IV, Ref AF, IV, Ref AF, IV, Ref AF, IV

	E	IV
SUPPORTING BEHAVIOURS <p>To carry out this role successfully the post holder needs to be fully aware of and adhere to Trust values/standards and reflect these as their behaviours:</p> <p><u>Outstanding Care:</u></p> <ul style="list-style-type: none"> • We treat everyone with dignity, kindness and respect. • We involve patients, relatives, carers and colleagues in decision-making. • I ensure that my actions contribute to outstanding care regardless of my role. • I admit mistakes, apologise and learn from them. • I champion the health, safety and wellbeing of patients, relatives, carers and colleagues. • I speak up when others cannot. <p><u>Listening and Leading:</u></p> <ul style="list-style-type: none"> • I lead with empathy, taking responsibility for how my emotions and actions affect others. • I inspire others to embrace change, encouraging them to see their part in the bigger picture. • I strive to be the best I can be. • I value the opinions and contributions of colleagues, patients and others. • I encourage innovation and am open to new ideas. • I listen with interest and take action if I am able. <p><u>Working Together:</u></p> <ul style="list-style-type: none"> • I collaborate with others to achieve shared goals. • I communicate clearly and appropriately. • We work together to overcome challenges. • I ask for help and always assist those in need. • I thank colleagues for their contributions and celebrate shared successes. • I use resources effectively, treating every £ as if it were my own. 		