



PERSON SPECIFICATION (& SHORTLISTING FORM)

Job Title: Consultant in Trauma and Orthopaedic Surgery with specialist interest in Hand and Wrist Surgery

WEIGHTING

Criteria in each section are ranked in order of importance 3 – 1, with 3 being the most important

SHORTLISTING CRITERIA – using Application Form and accompanying information

Each candidate will be scored against the person specification as follows:





3 points = fully meets or exceeds the criteria

2 points = significantly meets criteria, although falls short on minor aspects

1 point = partially meets criteria, but falls short on key aspects

0 point = does not meet criteria

The Weight should be inputted when adding a vacancy into Trac under the short-listing tab. This will then allow you to score each candidate when completing your online short-listing.

CATEGORY	CRITERIA	Weight (must be Completed)	HOW ASSESSED (must be completed)
Values:-  Collaborate	Communicates openly, honestly and professionally, and actively promotes team working and building strong working relationships	3	All values must be assessed at the interview/ assessment stage using various methods e.g. open questions and scenarios
 Aspire	Patients are always first. Drives service improvements. Strong self-awareness with a desire to grow.	3	
 Respect	Treats all with compassion and kindness. Ensures everyone feels valued.	3	
 Enable	Consults others and listens to their views/opinions. Enables others to take the initiative	3	

CATEGORY	CRITERIA	Weight (must be Completed)	HOW ASSESSED (must be completed)
EDUCATION, QUALIFICATIONS & TRAINING	MB, BS or equivalent GMC registerable qualifications. FRCS (Tr &Orth).	3	Application Form and Interview
	CCT in Orthopaedic Surgery or equivalent or Registration on GMC Specialist Register in Orthopaedic Surgery; OR within six months of achieving CCT at the time of interview.	3	
	Specialist Fellowship in Hand and Wrist surgery	3	
EXPERIENCE	General training in Orthopaedic Surgery to CCT level or equivalent	3	Application Form and Interview
	Hand and wrist surgery including arthroscopy. Operative experience in general hand trauma.	3	
	Experience in running a general trauma service and operating lists.	3	
	Extremity trauma surgery skills including shoulder and elbow trauma	3	

CATEGORY	CRITERIA	Weight (a)	HOW ASSESSED
SKILLS, ABILITIES & KNOWLEDGE	Sufficient personal, leadership, organisational, communication, professional and skills to undertake effectively the role of consultant	3	Application Form and Interview
	Evidence of peer reviewed research. Good personal and interpersonal skills. Good spoken and written English. Communication skills should be highly developed.	3	
	Experience of teaching doctors-in-training and undergraduates	3	
	Experience of clinical audit	3	
	Digital skills to drive Innovation	3	
OTHER REQUIREMENTS	Ability to travel to and between sites	3	
e.g. Ability to travel to other sites. Ability to work internal rotation			