

PERSON SPECIFICATION

Assessment at Shortlisting stage			
Category	Essential	Desirable	Scoring Matrix
<u>Qualifications And Registration</u>	<p>FRCS (or equivalent)</p> <p>Maintain Full registration with the GMC.</p> <p>Must have CCT in Urology and have been entered on the GMC Specialist Register at the time of the appointment.</p> <p>Specialist registrars that do not hold a CCT must be due to be awarded one within 6 months of the interview date.</p>	Higher academic qualification (e.g. MD or MS).	Qualifications
<u>Training And Experience</u>	<p>Recent experience and familiarity of UK hospital systems and practices (or equivalent).</p> <p>Minimum of 5 years postgraduate experience including higher surgical/medical training, three years as a Senior Registrar in an approved training post, or equivalent. Part of this period may be in a post of equivalent responsibility and training potential.</p> <p>Training in diagnosis and treatment of General urology and LUTS management</p>	Fellowship Training	Experience
<u>Further Training, Management, Audit</u>	<p>Evidence of recent CME/ reasonable training progression at this stage of career.</p> <p>Experience in audit project and written up</p> <p>Knowledge of contemporary NHS management issues.</p> <p>Knowledge of political context within which we operate.</p>	Completion of a general management course or programme.	Knowledge
<u>Research, Teaching, Publications</u>	<p>Proven teaching ability.</p> <p>Willingness to undertake teaching of medical under-graduates & postgraduates.</p>	<p>Proven track record in research.</p> <p>Willingness to undertake further research.</p> <p>Ability to gain the trust and confidence of colleagues and patients.</p> <p>Ability to teach effectively</p> <p>Evidence of relevant publications in peer reviewed journals.</p> <p>Demonstration of involvement in clinical directorate management.</p>	Skills
<u>Leadership and Teamwork</u>	<p>Proven ability to build and maintain effective teams</p> <p>Have a positive attitude towards members of the wider healthcare team</p> <p>Evidence of good organizational and compassionate leadership skills</p> <p>Evidence of positive development and change management</p> <p>An understanding of positive leadership in the context of healthcare.</p>		

<u>Communication skills</u>	<p>Is empathetic and sensitive to the needs of others including patients and colleagues.</p> <p>An ability to explain complex and sensitive information, sometimes under stressful circumstances to others.</p> <p>Must be able to influence and persuade effectively.</p> <p>Must have excellent written and verbal communication skills in order to write and present management reports as required.</p>		
<u>Other</u>	<p>Must reside within 30 minutes or ten miles from the principle place of work</p> <p>Must hold the appropriate Home Office work / residence status in order to provide work in the UK.</p>		