

PERSON SPECIFICATION

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications/Training	<ul style="list-style-type: none"> • Full GMC Registration and hold a Licence to Practice, FRCS (Urol) or equivalent. • CCT and/or inclusion on the Specialist Registrar of the GMC or be eligible for entry onto the register (within 6 months of obtaining CCT) at the time of interview or equivalent. • An experienced Urological surgeon 	<ul style="list-style-type: none"> • MD or MS or MSc or MBA
Previous Experience	<ul style="list-style-type: none"> • Clinical training and experience in general urology equivalent to that required for a UK CCT 	<ul style="list-style-type: none"> • Evidence of thorough and broad training in Urological Surgery • Ability to develop a sub-speciality interest to complement the department. • Validated logbook
Previous Training Management/Audit	<ul style="list-style-type: none"> • Evidence of effective participation in clinical governance and audit 	<ul style="list-style-type: none"> • Evidence of having instigated and designed audit protocols /activities
Academic Achievements Research/Publications	<ul style="list-style-type: none"> • Evidence of completed and published research particularly in the area of urology. 	<ul style="list-style-type: none"> • Evidence of having supervised and supported research students
Teaching	<ul style="list-style-type: none"> • Evidence of commitment to teaching at a senior level • Commitment to teaching clinical medical students and nursing staff 	<ul style="list-style-type: none"> • “Teaching the Teachers to Teach” or equivalent
Skills and Knowledge	<ul style="list-style-type: none"> • Thorough knowledge of urological disease and a wide experience of operative and non-operative management of this group of patients 	

Communication skills	<ul style="list-style-type: none"> • Ability to communicate effectively and sensitively with patients, clinical, scientific, technical and managerial colleagues. • Able to work effectively in a multi-disciplinary team. • Ability to organise work efficiently and effectively. • A demonstrated ability to work flexibly in a team to share the clinical load. • All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues which could be demonstrated by the following: - PLAB 2 <p>If applicants believe that they have adequate communication skills, but do not fit into one of the examples they need to provide evidence.</p>	
Organisational skills	<ul style="list-style-type: none"> • Interested in developing innovative ways of delivering patient care. • Capacity to stimulate and accommodate colleagues. 	
Leadership skills		<ul style="list-style-type: none"> • Evidence of ability to manage staff-