

PERSON SPECIFICATION STH-24-076

Post: Spinal Injuries Consultant

Directorate: Specialised Rehabilitation Services / Spinal Injuries

Drawn up by: Dr Pradeep Thumbikat, Clinical Director

Date: April 2024

PERSON SPECIFICATION STH-24-076

| Theme | Essential | How assessed | Desirable | How assessed |
|----------------|---|--|--|------------------------------|
| Qualifications | Full and Specialist registration (with a licence to practise) with the General Medical Council (GMC), or be eligible for registration within six months of interview. | Application form | MD or PhD or equivalent | Application form |
| | Name on the specialist register for relevant specialty or eligible within 6 months of the date of the interview. If an applicant is UK trained, they must also be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview. | Application form Application form | Postgraduate qualification in a surgical specialty | Application form / interview |
| | Substantial experience in Rehabilitation Medicine preferably with spinal injuries as a major component, or equivalent | Application form | | |

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|-------------------------------------|--|--------------------------------|--|--|
| Clinical experience | <p>Ability to work as an independent practitioner in spinal injuries.</p> <p>Capable of providing comprehensive care to acutely injured patient with spinal cord injury including application of skull traction and reduction of cervical spine fractures.</p> | Application form/Interview | <p>Possess broad clinical experience in the field of specialised rehabilitation</p> <p>Expertise in managing pressure sores and spasticity</p> | <p>Application form/Interview</p> <p>Interview</p> |
| Research | Ability to critically assess published research and incorporate it into clinical practice where appropriate. | Application form | Publications in Peer reviewed journals. | Application form |
| | | | Ideas for future research whilst in post | Interview |
| Teaching and training | Experience of teaching student doctors and doctors in training at all levels | Application form/ Interview | To have the ability to teach to all groups of staff | Interview |
| Continuous Professional Development | Evidence of participation in CME/CPD in the last 12 months | Application form/ Interview | Maintenance of a CPD diary or portfolio | Application form / Interview |

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|-------------------------------|--|--------------------------------|--|------------------------------|
| Management and Administration | Evidence of the understanding of the systems and structures of NHS Management | Interview/ Application form | Awareness of current issues in NHS Experience of working with management groups | Interview |
| Clinical governance and audit | Committed to and understands the principles of clinical governance | Interview | Active involvement in a clinical governance programme | Interview |
| | Experience in performing clinical audit | Application form/Interview | Completion and publication of a substantive audit project or service improvement project | Application form / Interview |
| | Understands the principles outlined in the GMC document <i>Good Medical Practice</i> | Interview | | |
| | Understands the requirements of Medical Appraisal and Revalidation | Interview | | |
| Personal attributes | Demonstrates behaviour consistent with PROUD values (see appendix) in all interactions with MDT. | Application form/interview | | |
| | Ensures value for money is considered in all that they do | Interview | | |
| | Good time management skills | Interview | | |
| | Good oral and written communication skills | Application form/ Interview | | |

PROUD VALUES

These are the values that all staff at Sheffield Teaching Hospitals NHS Foundation Trust are expected to demonstrate in all that they do.

Patients First – Ensure that the people we serve are at the heart of what we do

Respectful – Be kind, respectful, fair and value diversity

Ownership – Celebrate our successes, learn continuously and ensure we improve

Unity – Work in partnership with others

Deliver – Be efficient, effective and accountable for our actions

For further details of our services and organisational structure, including our Board of Directors, and our future plans please visit www.sth.nhs.uk/about-us