

## PERSON SPECIFICATION

The purpose of this specification is to identify the attributes required by applicants to perform the duties in the job description. The specification will be used to shortlist applicants and to compare how well candidates match the agreed specification. It will also be used by potential candidates to understand expectations and identify how their skills, behaviours and experience will be assessed.

### Assessment Method Key

(Note for candidates: This is not an exhaustive list and if you have any questions about the assessment methods listed, please contact the team member named on the job advert.)

<b>I</b>	These criteria will be assessed during an <b>interview</b> , should you be shortlisted.
<b>A</b>	These criteria will be assessed at <b>shortlisting</b> ; therefore anything not advised in your application can not be scored.
<b>P</b>	During an interview you may be asked to produce a <b>presentation</b> , this is when these criteria will be assessed.

### Qualifications and training

Essential	Desirable
<ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification (A)</li> <li>• MRCP (UK) or equivalent (A)</li> <li>• CCT in Acute Medicine (and/or General Medicine) (A)</li> <li>• GMC registration licence to practice (A)</li> </ul>	<ul style="list-style-type: none"> <li>• Research Qualification (A)</li> <li>• Education/training qualification (A)</li> <li>• Leadership/management qualification (A)</li> <li>• Clinical Skill Training qualification e.g. Echo/FAMUS (A)</li> <li>• Higher Degree (A)</li> <li>• Trained/GMC Registered Educational Supervisor (A)</li> </ul>

### Previous or relevant experience

Essential	Desirable
<ul style="list-style-type: none"> <li>• Appropriate knowledge base, and ability to apply sound clinical judgement to problems (A)</li> <li>• Substantive posts in Acute Medicine, General Medicine or Medical Specialty (A)</li> <li>• Current or recent participation in audit and clinical governance (A)</li> <li>• Experience of working in an Ambulatory Care unit (SDEC) (A)</li> </ul>	<ul style="list-style-type: none"> <li>• Research and Teaching hospital experience (A)</li> <li>• Experience of developing Ambulatory Care pathways (A)</li> </ul>

### Aptitudes and skills

Essential	Desirable
<ul style="list-style-type: none"> <li>• Evidence and ability to communicate and liaise effectively with patients and colleagues (verbal and written communication skills in English). (I)</li> <li>• Evidence and ability to work effectively in multi-professional teams (I)</li> <li>• Understanding of equality and diversity and how this affects patients, visitors, and staff (I)</li> <li>• Demonstrate good organisational skills including ability to prioritise effectively and meet deadlines (I)</li> <li>• Demonstrate the ability to be calm, compassionate, and able to respond efficiently to various circumstances, which may change rapidly (I)</li> <li>• Evidence of participation in undergraduate and postgraduate teaching (A, I)</li> </ul>	<ul style="list-style-type: none"> <li>• Management skills and evidence of formal management or leadership training (A, I)</li> <li>• Awareness of changing structure of NHS (I)</li> </ul>

### Physical requirements

### Living the Trust values

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<b>Essential</b>	<b>Essential</b>
<ul style="list-style-type: none"><li>Health and physical abilities sufficient for the post (if necessary with reasonable adjustments with respect to the Equality Act 2010). <b>(Health Assessment)</b></li></ul>	<ul style="list-style-type: none"><li>Able to demonstrate behaviours that meet the Trust Values: <b>Patients First, Always Improving, Working Together (A&amp;I)</b></li></ul>