

APPENDIX A1: PERSON SPECIFICATION – ENT Locum Consultant

REQUIREMENTS	ESSENTIAL OR DESIRABLE	Application	Interview	Reference
Qualifications				
Full GMC Registration with a current License to Practice	E	√		
On the UK GMC specialist register for ENT or within 6 months at interview date of obtaining CCT for UK trainees	D	√		
FRCS ORL or equivalent qualification	E	√		
Relevant Higher Degree	D	√		
Advanced Trauma Life Support certificate	D	√		
Fellowship in subspeciality interest	D	√		
Clinical Experience & Training:				
Demonstrate a high level of experience and competence in all aspect of ENT discipline	E	√	√	√
Wide range of elective and acute experience in general ENT and experience at sub-specialty level.	E	√	√	√
Experience of clinical supervision and mentorship	E	√	√	√
Demonstrate experience with ENT surgical endoscopy and biopsy	E	√	√	√
Understanding of current issues within ENT and the future direction of the specialty	D	√	√	√
Experience of implementing change within a department/service	D	√	√	√
Attendance at a teaching course	D	√	√	√
Postgraduate qualification in medical education	D	√	√	√
Professional and Multidisciplinary Team Working:				
Ability to work effectively with colleagues and within a team.	E	√	√	√
Ability to use a word processor, spreadsheet, presentation software and internet browser.	E	√	√	√
Experience of supporting Nursing Staff in development and training	D	√	√	√
Academic Achievements, Research, Publications:				
Evidence of completed Quality Improvement Projects and Audit	E	√	√	√
Peer reviewed publications	E	√	√	√
Evidence of continuing research, presentations and professional development.	E	√	√	√
Experience of conducting research projects	D	√	√	√
Management and Administrative Experience:				
Good leadership skills, communication and interpersonal skills	E		√	√
Good understanding of referral pathway management and NHS structure	E		√	√
Evidence of leadership	E		√	√
Evidence of implementing change within a department/service	D		√	√
Knowledge of risk assessment and quality assurance	D		√	√
Practical/Intellectual Skills/Personal Qualities				
Ability to work under pressure, and as part of a multidisciplinary team	E	√	√	√
Ability to work flexibly	E	√	√	√
Ability to develop services to meet recovery demands	E	√	√	√
Understands self (strengths and weaknesses) and impact of behaviour on others.	D	√	√	√
General				
Eligibility to work in the UK	E	√		

To be accessible by telephone for on call duties	E		√	
Ability to work in various locations throughout the network of services provided by Calderdale and Huddersfield NHS Foundation Trust	E	√	√	
An enhanced DBS disclosure will be required with the Disclosure and Barring Service	E	√		