

*Working Together to Provide Outstanding Care for  
Our Community*

**Recruitment Advisor:**

Name

Telephone

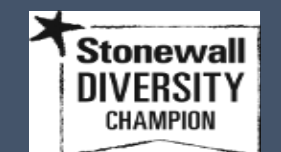
Email

**Speciality Lead:**

Name: Molham Entabi

Telephone 0118 322 5111

Email Molham.entabi@Royalberkshire.nhs.uk



# Person Specification

Criteria	Essential (E) Desirable (D)		Assessment Method			
	E	D	A	I	S	R
<b>Education and Qualifications</b>						
Full registration with the GMC/eligible for registration Within 6 months of CCST in Paediatrics at interview date	✓		✓			
Membership of the Royal College of Ophthalmology of the United Kingdom or equivalent	✓		✓			
Higher degree e.g. PhD/ MD submitted/awarded		✓	✓			
<b>Clinical Experience, Knowledge &amp; Skills</b>						
Fully trained in Ophthalmology and sub specialist and fellowship training in Paediatric Ophthalmology and Strabismus	✓		✓	✓	✓	✓
Subspecialist training and Fellowship in Paediatric Ophthalmology	✓		✓	✓	✓	✓
Able to undertake Retinopathy of Prematurity (ROP) Screening	✓		✓	✓	✓	✓
Ability to provide treatments (surgical, laser and medical) for paediatric ophthalmology and strabismus patients	✓		✓	✓	✓	✓
High standard of clinical skill and expertise in the management of paediatric clinics and community liaison	✓		✓	✓	✓	✓
Wide clinical experience and ability to manage general clinic and performance of on-call duties	✓		✓	✓	✓	✓
Previous responsibility for clinical governance and GMC Good Medical Practice	✓		✓	✓	✓	✓
Ability and proven track record for managing Adult Strabismus Surgery		✓	✓	✓	✓	✓
Evidence of competence in Paediatric Cataract Surgery		✓	✓	✓	✓	✓
<b>Audit Management &amp; IT</b>						
Ability to work within clinical governance guidelines	✓		✓	✓		✓
Undertake audits and present data as required	✓		✓	✓		✓
Good IT skills, use of patient and hospital database	✓		✓	✓		✓
Evidence of clinical leadership role demonstrating accountability for quality of care, financial controls and efficient management of workforce		✓	✓	✓		✓
<b>Research, Teaching Skill &amp; Experience</b>						
Track record of publications in peer reviewed journals	✓		✓	✓		✓
Evidence or providing good teaching and supervision to trainees	✓		✓	✓		✓
Educational qualification		✓	✓	✓		✓
<b>Patient Experience</b>						
Contributes to improving patients experience	✓		✓	✓		✓
See patients as individuals and involve them in decisions about their care	✓		✓	✓		✓
Ability to work in partnership to deliver a patient centred service	✓		✓	✓		✓
Demonstrate an understanding and willingness to embrace user involvement	✓		✓	✓		✓
<b>Personal Qualities</b>						
Able to abide by the Trust CARE Values; Compassionate, Aspirational, Respectful and Excellence	✓		✓	✓	✓	✓
Ability to communicate with clarity and intelligence in both written and spoken English	✓			✓		✓
Willingness to take responsibility, and exert appropriate authority	✓			✓		✓
Excellent interpersonal skills	✓			✓		✓

Work collaboratively with multi-disciplinary team, understanding each others unique role	✓			✓		✓
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Assessment Criteria Key: A= Application, I= Interview, S= Simulation, R= References