



Person specification

Essential criteria	Desirable criteria
Qualifications / training	
<ul style="list-style-type: none"> Full registration with General Medical Council Be fit to practice Should be NTN ST4 or above Can include Locally Employed Doctors at experience equivalent to ST4 or above Should not already hold a CCT or expected to complete training during the programme Must have approval of TPD to apply (NTNs) Evidence of satisfactory / more than satisfactory progress through training, including annual review of competence progression (ARCP) outcomes or appraisal 	<ul style="list-style-type: none"> Additional relevant degree (intercalated, masters or doctorate)
Clinical skills	
<ul style="list-style-type: none"> Evidence of clinical competencies in their specialty appropriate for their stage in training (or equivalent) An appropriate knowledge base, and ability to apply sound clinical judgement to problems Ability to prioritise clinical need Ability to maximise safety and minimise risk Ability to work without supervision where appropriate 	
Research	
<ul style="list-style-type: none"> Understanding of research, including awareness of ethical issues Understanding of research methodology and ability to use basic qualitative and quantitative methods Knowledge of evidence-based practice 	<ul style="list-style-type: none"> Evidence of relevant academic achievements, including publications / presentations
Leadership and management	
<ul style="list-style-type: none"> Evidence of effective team working and leadership, supported by multi-source feedback or workplace-based assessments Self-awareness, with knowledge of personal strengths and weaknesses, impact and areas for development Interest in and knowledge of the importance of leadership and management for clinicians 	<ul style="list-style-type: none"> Evidence of involvement in local management systems Evidence of effective leadership (e.g. evidence of leading innovations or improvements) Understanding of the local and national context of the NHS, including economic and political influences
Quality / service improvement or audit	

Job description and person specification

<ul style="list-style-type: none"> · Understanding of clinical governance, including the basic principles of audit, clinical risk management, evidence-based practice, patient safety and quality improvement initiatives · Evidence of active involvement in quality improvement, audit, research or other activity that focuses on patient safety and clinical improvement and innovation · Interest in / knowledge of the delivery of safe, effective healthcare services 	<ul style="list-style-type: none"> · Evidence of a portfolio of audit / quality improvement projects, including evidence that the audit loop has been closed and evidence of learning about the principles of change management · Evidence of publications / presentations / prizes in quality improvement or audit · Good knowledge of the UK healthcare system, including education, research, service provision, regulation, career structures, medical politics and ethics · Clear insight into issues facing UK healthcare services
Education and teaching	
<ul style="list-style-type: none"> · Evidence of interest in and experience of teaching · Evidence of positive feedback on teaching approaches 	<ul style="list-style-type: none"> · Development of teaching programmes · Participation in teaching courses · Participation in degree or diploma courses in education · Action learning sets / simulation instructor
Personal skills	
<p>Communication</p> <ul style="list-style-type: none"> · Clarity in written / spoken communication · Capacity to adapt language to the situation, as appropriate · Active listening and empathy · Ability to build rapport and communicate effectively with others · Ability to persuade, influence and negotiate · Ability to communicate effectively under pressure <p>Problem solving and decision making</p> <ul style="list-style-type: none"> · Capacity to use logical / lateral thinking to solve problems / make decisions, indicating an analytical / scientific approach and, where appropriate, creativity in problem solving <p>Organisation and planning</p> <ul style="list-style-type: none"> · Capacity to manage / prioritise time and information effectively · Evidence of thoroughness (well prepared, self-disciplined / committed, punctual and meets deadlines) 	<ul style="list-style-type: none"> · Leadership skills gained within the NHS or elsewhere · Writing experience: <ul style="list-style-type: none"> - clinical and/or non-clinical topics - peer-reviewed publications and/or other communication (e.g. blog, letters to journals) · Evidence of altruistic behaviour, e.g. voluntary work

<ul style="list-style-type: none"> · Capability to work with long timescales for delivery within agencies with differing priorities <p>Coping with pressure and managing uncertainty</p> <ul style="list-style-type: none"> · Ability to work effectively under pressure · Capacity to manage conflicting demands · Self-motivation, and resilience · Initiative and ability to work autonomously <p>Team working, leading and managing others</p> <ul style="list-style-type: none"> · Can build effective teams and partnerships · Ability to work well in multidisciplinary teams · Understands and values contributions of others · Ability to show leadership, make decisions, organise and motivate other team members through, for example, quality improvement <p>Appropriate personal attributes</p> <ul style="list-style-type: none"> · Quick to understand new information and adapt to new environments · Clarity of thought and expression · Flexible and adaptable to change · Self-starter, motivated, shows curiosity, initiative and enthusiasm) · Demonstrates probity (displays honesty, trustworthiness, integrity, awareness of ethical dilemmas, respect for confidentiality) · Takes responsibility for own actions · Commitment to personal and professional development <p>Computer skills:</p> <ul style="list-style-type: none"> · Excellent computer literacy 	
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