

## Person Specification

|                   |   |
|-------------------|---|
| <b>Job Title</b>  | <b>Consultant in Emergency Medicine</b> |
| <b>Division</b>   | Urgent and Emergency Care               |
| <b>Reports To</b> | Clinical Lead for Emergency Medicine    |

| Criteria   | Essential<br>or<br>Desirable<br>Criteria | Assessment<br>Method |   |   |   |   |
|--|--|----------------------|---|---|---|---|
|  |  | A                    | I | T | R |   |
| Education and Qualifications   |  |                      |   |   |   |   |
| ▪ Fully registered with GMC  | E  |                      | √ |   |   | √ |
| ▪ Certification of completion of specialist training or be within 6 months of gaining it by the interview date (or equivalent)   | E  |                      | √ |   |   | √ |
| ▪ Fellowship of the Royal College of Emergency Medicine (FRCER or equivalent)  | E  |                      | √ |   |   | √ |
| ▪ Must be on the GMC’s Specialist Register for Emergency Medicine  | E  |                      | √ |   |   | √ |
| ▪ ATLS, APLS/EPALS and ALS provider  | E  |                      | √ |   |   | √ |
| ▪ Instructor in one or more life support courses (ALS/ATLS/APLS or equivalent)   |  | D                    | √ |   |   | √ |
| ▪ Additional sub-speciality training qualifications in: PEM; Critical Care; PHEM   |  | D                    | √ |   |   | √ |
| Professional Experience and Clinical Skills  |  |                      |   |   |   |   |
| ▪ Evidence of first-rate professional practice   | E  |                      | √ | √ |   | √ |
| ▪ Able to demonstrate clinical skills in management of full range of patient presentations as defined in the RCEM Curriculum   | E  |                      | √ | √ |   |   |
| ▪ Evidence of extended clinical skills in areas pertinent to acute and emergency care including but not exclusive to: Intensive Care medicine, Pre-hospital medicine, Point of care ultrasound, Advanced airway management |  | D                    | √ | √ |   |   |
| Clinical Governance  |  |                      |   |   |   |   |
| ▪ Awareness of the requirements of clinical governance, with particular reference to the specialty.  | E  |                      | √ | √ |   |   |
| ▪ Formal experience in the development of patient safety systems as pertaining to Emergency Medicine.  |  | D                    | √ | √ |   |   |
| Further training, e.g., Management, Audit  |  |                      |   |   |   |   |
| ▪ Experience of clinical audit and education   | E  |                      | √ | √ |   |   |

|  |   |   |   |   |  |   |
|--|---|---|---|---|--|---|
| ▪ Evidence of delivering Quality Improvement Projects  | E |   | √ | √ |  | √ |
| ▪ Formal training in QIP methodology   |   | D | √ | √ |  | √ |
| <b>Research/Teaching/Publications</b>  |   |   |   |   |  |   |
| ▪ Demonstrable teaching ability and experience   | E |   | √ | √ |  | √ |
| ▪ Commitment to participate in research throughout the Emergency Medicine Service                  | E |   | √ | √ |  |   |
| ▪ Willingness to undertake teaching of clinical staff at both undergraduate and postgraduate level | E |   | √ | √ |  |   |
| ▪ Evidence of participation in undergraduate and or postgraduate teaching in formal settings       | E |   | √ | √ |  | √ |
| ▪ Completion of Education Training course/further qualifications                                   |   | D | √ | √ |  | √ |
| ▪ Published research and audit   |   | D | √ | √ |  | √ |
| ▪ Peer reviewed publications   |   | D | √ | √ |  | √ |
| <b>Personal requirements, Communication, Leadership skills, Flexibility</b>                        |   |   |   |   |  |   |
| ▪ Evidence of management experience  | E |   | √ | √ |  | √ |
| ▪ Evidence of good team working with peers and other senior colleagues                             | E |   | √ | √ |  | √ |
| ▪ Flexible attitude and good communication skills  | E |   | √ | √ |  |   |
| ▪ Ability to integrate into and share leadership of a multidisciplinary team                       | E |   | √ | √ |  |   |
| ▪ IT and computer literacy   | E |   | √ | √ |  |   |
| ▪ Ability to work under pressure and in difficult circumstances                                    |   | D | √ | √ |  |   |
| ▪ Able to demonstrate team leadership skills and work on own initiative                            |   | D | √ | √ |  |   |

*Assessment Criteria: A = Application, I = Interview, T = Test, R = References*