

## PERSON SPECIFICATION

### POST TITLE: Consultant Haematologist

		Essential (E) Desirable (D)	Assessed through: App Form (A) Interview (I)
<b>Royal Free World Class Values</b>	Demonstrable ability to meet the Trust Values: <i>Positively welcoming</i> <i>Actively respectful</i> <i>Clearly communicating</i> <i>Visibly reassuring</i>	E	A/I
<b>Education &amp; professional Qualifications</b>	Possession of MBBS or equivalent medical qualification	E	A
	Fellowship of the Royal College of Pathologists or equivalent	E	A
	Applicants that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview.	E	A
	Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT		
	CME accreditation e.g. FRCPPath/ MRCP or show evidence of equivalent qualification	E	A
	Full and Specialist registration (and with a licence to practise) with the General Medical Council (GMC), or be eligible for registration within six months of interview	E	A
	Post-graduate medical degree e.g. MD/PhD	D	A
<b>Experience</b>	Experience of and commitment to multidisciplinary working	E	A/I
	Wide clinical experience in Haematology	E	A/I
	Experience of and an interest in undergraduate and postgraduate teaching	E	A/I
	Clinical audit experience	E	A/I
<b>Skills and aptitudes</b>	Proven clinical ability in Haematology	E	A/I
	The ability to work as a member of a collaborative group	E	A/I
	The authority, decision-making skills needed to lead a multi-disciplinary team in a complex	E	A/I

	environment		
	The ability to promote teamwork and motivate colleagues	E	A/I
	Ability to organise and prioritise workload, to delegate responsibility as appropriate and to supervise doctors in training and other staff	E	A/I
	Willingness to be personally accountable for actions	E	A/I
	Ability and commitment to teach in a clinical setting	E	A/I
	Leadership skills and the ability to take forward service developments	E	A/I
	Excellent communication skills/verbal and written. Good command of written and spoken English	E	A/I
	Ability to relate to patients from a wide range of backgrounds and to empathise with their concerns and needs	E	A/I
	Willingness and skills to recognize and challenge unacceptable behaviour and if necessary to escalate	E	A/I
	Proven ability to translate research activities into a clinical and organisational context	E	A/I
	Proven ability and commitment to carry out high quality research in the field, leading to publication in peer-reviewed journals	E	A/I
<b>Knowledge</b>	Knowledge of the Clinical Governance framework of the NHS and understanding of current changes in the organisation and management structures of the NHS. Ability to act within these parameters	E	A/I
	Awareness and understanding of health, safety and security issues for self and others	E	A/I
	Knowledge and understanding of the principles of resource and budgetary management within the NHS	D	A/I
<b>General</b>	The highest ethical and professional standards in research, and education and clinical practice	E	A/I
	Member of a medical defence organisation	E	A