

**Post:** Consultant General Surgeon - special interest in colorectal cancer surgery  
**Directorate:** General Surgery  
**Drawn up by:** Sabapathy Balasubramanian  
**Date:** February 2024

Theme	Essential	How assessed	Desirable	How assessed
Qualifications	<p>Full and Specialist registration (with a licence to practise) with the General Medical Council (GMC) or be eligible for registration within six months of interview.</p> <p>Name on the specialist register for relevant specialty or eligible within 6 months of the date of the interview.</p> <p>If an applicant is UK trained, they 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.</p>	<p>Application form</p> <p>Application form</p> <p>Application form</p>	MD or PhD or equivalent	Application form
Clinical experience	<p>Ability to work as an independent practitioner in general surgery.</p> <p>Ability to work as an independent practitioner in colorectal surgery (benign and cancer).</p>	<p>Application form/ Interview</p> <p>Application form/ Interview</p>	<p>Consultant level experience in general/colorectal surgery</p> <p>Undertaken 12 month accredited robotic training fellowship.</p>	<p>Application form/ Interview</p> <p>Application form/ Interview</p>

	Undertaken or demonstrable commitment to training in robotic surgery with the ability to establish an independent practice in robotic surgery.	Application form/ Interview		
Research	Ability to critically assess published research and incorporate it into clinical practice where appropriate.	Application form	Publications in Peer reviewed journals.  Ideas for future research whilst in post	Application form Interview
Teaching and training	Experience of teaching student doctors and doctors in training at all levels	Application form/ Interview	To have the ability and willingness to teach at all levels and to all groups of staff	Interview
Continuous Professional Development	Evidence of participation in CME/CPD in the last 12 months.	Application form/ Interview	Maintenance of a CPD diary or portfolio	Application form / interview
Management and Administration	Evidence of ability to work with management and previous experience of management groups.	Interview/ Application form	Awareness of current issues in NHS	Interview
Clinical governance and audit	Committed to and understands the principles of clinical governance.  Experience in performing clinical audit.  Understands the principles outlined in the GMC document <i>Good Medical Practice</i> .	Interview Application form/  Interview  Interview	Active involvement in a clinical governance programme Completion and publication of a substantive audit project or service improvement project	Interview Application form / interview

	Understands the requirements of Medical Appraisal and Revalidation.	Interview		
Personal attributes	<p>Demonstrates behaviour consistent with PROUD values.</p> <p>Ensures value for money is considered in all that they do</p> <p>Good time management skills</p> <p>Good oral and written communication skills</p>	<p>Application form/interview</p> <p>Interview</p> <p>Interview</p> <p>Application form/Interview</p>		

### **PROUD VALUES**

These are the values that all staff at Sheffield Teaching Hospitals NHS Foundation Trust are expected to demonstrate in all that they do.

**P**atients First – Ensure that the people we serve are at the heart of what we do

**R**espectful – Be kind, respectful, fair and value diversity

**O**wnership – Celebrate our successes, learn continuously and ensure we improve

**U**nity – Work in partnership with others

**D**eliver – Be efficient, effective and accountable for our actions

The Trust have developed a PROUD Behaviours framework which details specific behaviours we expect to see and do not expect to see, aligned to each of the five PROUD Values.

For further details of our services and organisational structure, including our Board of Directors, and our future plans please visit [www.sth.nhs.uk/about-us](http://www.sth.nhs.uk/about-us)