

## Person Specification

When assessed: (A) = application; (I) = interview (please note this is a guide only and the interview may cover any of the below or additional criteria).

Criteria	Essential	Desirable
Qualifications and Training	<p>Full registration with the General Medical Council with a licence to practice (A)</p> <p>Included on the GMC Specialist Register or within 6 months of eligibility (A)</p> <p>Approved Clinician status AND Approved under S12 of the UK Mental Health Act (1983), or able to achieve these within 3 months of appointment (A)</p>	<p>Qualification or higher degree in medical education, clinical research or management (A)</p> <p>Membership or Fellowship of the Royal College of Psychiatrists. (A)</p> <p>In good standing with GMC with respect to warning and conditions on practice (A) (I)</p> <p>Experience in other relevant specialties such as liaison psychiatry, home treatment or addictions (A)</p>
Experience and clinical skills	<p>Excellent working knowledge and experience of the application of the Mental Health Act and Mental Capacity Act (I)</p> <p>Appreciation and understanding of ethnic minority issues and a commitment to developing culturally sensitive practices (I)</p> <p>Understanding of social factors relevant to psychiatry (I)</p>	<p>Experience of service development and introducing new services in mental health (I)</p> <p>Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service (I)</p>
Personal Skills	<p>Ability to work in multidisciplinary team and provide leadership for the team (A, I)</p> <p>Self-motivating (A, I)</p>	

	<p>Confidence in therapeutic risk taking (A, I)</p> <p>Excellent communication skills (written and verbal) (A, I)</p> <p>Willingness to innovate and problem-solve service issues (A, I)</p>	
Organisational and management skills	<p>Ability to manage complex workloads and support others to do that (A, I)</p> <p>Commitment to working with service users on service development (A, I)</p> <p>Commitment to Clinical Governance (I)</p> <p>Demonstrate commitment to shared leadership &amp; collaborative working to deliver improvement (I)</p>	<p>Formal leadership and management training (A)</p> <p>Experience of team /service leadership (A, I)</p>
Research and Audit	<p>Participation in Medical Audit and Quality Improvement initiatives (A, I)</p> <p>Commitment to research informed care and service development (A, I)</p>	<p>Publications in peer-reviewed journals in relevant academic fields (A)</p>
Teaching and supervision	<p>Experience of teaching at either undergraduate or postgraduate level. (A, I)</p>	<p>Medical education qualification (A)</p> <p>Approval to supervise psychiatric trainees (A, I)</p>
Other qualities	<p>Commitment to developing user-focused services (I)</p> <p>Ability to get on with colleagues across disciplines and specialties (I)</p> <p>Ability to appraise own performance (I)</p>	<p>Experience of active involvement in service user initiatives (I)</p>