

# Person Specification

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	<b>FOR MEDICALLY QUALIFIED CANDIDATES:</b>	
	<ul style="list-style-type: none"> <li>• Full and specialist registration (and with a license to practice) with the General Medical Council (GMC) in Medical Microbiology and Virology or Microbiology and Infectious Diseases or be eligible for registration (within six months of interview).</li> <li>• Applicants that have completed UK training must be a holder of a Certificate of Completion of Training (CCT) or be within six months of award of CCT by date of interview.</li> <li>• Applicants that have not been through UK training will be required to show evidence of equivalence to UK CCT in Medical Microbiology &amp; Virology or Medical Microbiology &amp; Infectious Diseases.</li> <li>• Fellowship of the Royal College of Pathologists (UK) in medical microbiology &amp; virology or evidence of equivalent qualification.</li> <li>• M/FRCP if a Microbiology &amp; Infectious Diseases candidate</li> <li>• MBBS, MB ChB or evidence of equivalent qualification.</li> </ul> <p><b>Assessment: Application form and certificates</b></p>	<p>Other relevant higher qualification, such as:</p> <ul style="list-style-type: none"> <li>▪ M/FRCP</li> <li>▪ MSc</li> <li>▪ Diploma in Hospital</li> <li>▪ Infection Control</li> </ul>

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	<b>FOR CONSULTANT CLINICAL SCIENTIST CANDIDATES:</b>	
	<ul style="list-style-type: none"> <li>• Registration as a Clinical Scientist in Clinical Microbiology with the Health and Care Professions Council (HCPC)</li> <li>• Completion of Higher Specialist Scientific Training (HSST) in Medical Microbiology or equivalent</li> <li>• Fellowship of the Royal College of Pathologists (UK) in medical microbiology &amp; virology by examination or evidence of equivalent qualification.</li> <li>• Honours degree in relevant science</li> </ul> <p><b>Assessment: Application form and certificates</b></p>	<ul style="list-style-type: none"> <li>• PhD</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Evidence of thorough and broad training and experience in medical microbiology and infection prevention &amp; control, including outbreak and incident management</li> <li>• Ability to take responsibility for and appropriately prioritise safe, high quality service delivery without direct supervision.</li> <li>• Clinical Governance &amp; Clinical Audit experience</li> <li>• Experience of dealing with matters relating to antimicrobial stewardship</li> <li>• Teaching experience</li> </ul> <p><b>Assessment: Application form, interview and references</b></p>	<ul style="list-style-type: none"> <li>• Management experience</li> </ul>
<b>Knowledge, skills and aptitudes</b>	<ul style="list-style-type: none"> <li>• Up to date knowledge and experience in medical microbiology and infection prevention and control</li> </ul>	<ul style="list-style-type: none"> <li>• Awareness of relevant strategy and policy developments within the NHS.</li> </ul>

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	<ul style="list-style-type: none"> <li>Existing consultants must demonstrate ongoing participation in a relevant Continuing Professional Development (CPD) scheme.</li> <li>Excellent interpersonal skills</li> <li>Capable of working in a multidisciplinary team, including providing leadership, and of balancing clinical, management and other duties</li> <li>Ability to work under pressure.</li> </ul> <p><b>Assessment: Application form, interview, references. CPD certificate if existing consultant</b></p>	
<b>Communication and language skills</b>	<ul style="list-style-type: none"> <li>Ability to communicate effectively and appropriately with all colleagues and patients.</li> <li>All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues which could be demonstrated by one of the following:               <ul style="list-style-type: none"> <li>PLAB 1</li> <li>PLAB 2</li> </ul> </li> <li>If applicants believe that they have adequate communication skills, but do not fit into one of the examples they will need to provide evidence.</li> <li>Ability to present effectively to an audience, using a variety of methods, and to respond to questions and queries.</li> <li>Must have an interest in teaching across all relevant grades of healthcare staff.</li> </ul> <p><b>Assessment: Application form, interview, and references</b></p>	<ul style="list-style-type: none"> <li>Attendance at a course on presentation and teaching skills</li> </ul>

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<b>Technical Skills</b>	<ul style="list-style-type: none"> <li>• Ability to use standard computer programmes (Word, Excel, PowerPoint); to learn and use new systems including the Laboratory Information Management System, WinPath Enterprise and Electronic Patient Record system, Cerner Millennium.</li> </ul> <p><b>Assessment: Application form, interview, and references</b></p>	
<b>Research</b>		<ul style="list-style-type: none"> <li>• Ability to apply research outcomes to clinical problems.</li> <li>• Publications in peer-reviewed journals</li> </ul>
<b>Health</b>	<ul style="list-style-type: none"> <li>• Ability to undertake daytime and out of hours on-call duties as defined below.</li> <li>• Ability to meet the travel requirements of the post</li> </ul>	
<b>Probity</b>	<ul style="list-style-type: none"> <li>• Acceptance of the professional obligations placed on doctors in the GMC's Good Medical Practice in relation to probity</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• Commitment to providing a high-quality clinical microbiology service.</li> <li>• Enquiring, critical approach to work</li> <li>• Caring attitude to patients and colleagues</li> <li>• Prepared to work in a shared office space.</li> </ul> <p><b>Assessment: Application form, interview, and references.</b></p>	