



Person Specification / Interview Score Sheet

Job Title: Highly Specialised EP and CRM Physiologist **Accountable to:** Cardiac Service Manager, Cardiology Directorate Manager

Criteria	Essential Criteria	Desirable Criteria	Mgmt Score	Essential HI*	Desirable HI*
Qualifications	<ul style="list-style-type: none">BSc in Cardiac Physiology or BTEC HNC or equivalent.RCCP registered/eligible.ILS/ALS Resuscitation certified/capable.	<ul style="list-style-type: none">Highly specialist knowledge of Clinical Physiology in at least one area to Masters level or equivalent (e.g. have or be working towards BHRS/IBHRE/EHRA accreditation).			
Experience	<ul style="list-style-type: none">Minimum of 2 years' experience as a post registration Cardiac Physiologist.Will have a minimum of 1 years' experience in the implantation and follow-up of complex pacing and ICD devices to include Biventricular optimisation.Will have a minimum of 1 years' experience of Electrophysiology in a recognised centre and be able to carry out procedures independently.Will have previous experience of staff supervision.Must have experience in training and assessment of junior staff.	<ul style="list-style-type: none">Previous experience carrying out appraisals.Previous experience with service developmental projects.			

Technical Skills Competencies	<ul style="list-style-type: none"> • Will understand the full range of EP and ablation procedures using a variety of modalities including 3D mapping. • Will be an independent practitioner in all cardiac investigations particularly, exercise testing, cardiac catheterisation, pacing and electrophysiology. • Will be computer literate and understand the application of IT to clinical investigations. • Proficient using a wide range of complex diagnostic equipment including recognition of basic faults, calibration and quality control issues. • Confident and competent to write accurate clinical and technical reports. • Confident and competent to act appropriately in emergencies and in the event of significant clinical findings. 				
Knowledge	<ul style="list-style-type: none"> • Understand the importance of traceability, audit and adverse incident reporting. • Will have in depth knowledge of clinical application of device implantation and follow-up and be fully conversant with device troubleshooting. • Will know the national guidelines for good practice for each cardiac discipline and be able to apply these appropriately. 	<ul style="list-style-type: none"> • Have knowledge of NHS computer management systems including; Tomcat, eDM, eCamis, PACS. 			
Other requirements specific to the role	<ul style="list-style-type: none"> • Be able to wear protective x-ray apron for prolonged periods of time as required. 				

Personal Attributes	<ul style="list-style-type: none"> • Ability to manage and prioritise a busy workload with several demands on time. • Will have effective written and verbal communication skills and fully understand the clinical care environment and the needs of patients. • Will be able to work as part of a team but be dynamic and self-motivated. • Willing to train junior members and other disciplines. • Model good behaviour and acceptable ways of communicating and challenge unacceptable behaviour. • Be forward thinking and willing to participate and initiate change where appropriate. • Capable of supervising staff, delegating and prioritising. • Confident at liaising with medical staff/ technical/ nursing staff and managers. • Able to deal with conflict. 				
Language requirement	<ul style="list-style-type: none"> • Be able to speak English as necessary to undertake the role 	Total Score			

Scoring Key:

1	Does not meet criteria
2	Below requirement (serious shortcomings)
3	Acceptable level of competence (some shortcomings in performance)
4	Acceptable level of competence (quality evidence provided)
5	Exceptional standard

***HI – How Identified**

A	Application form
I	Interview
T	Test
P	Presentation