

PERSON SPECIFICATION STH-24-091

Post: Consultant Ophthalmologist with an interest in Medical Retina
Directorate: Ophthalmology
Drawn up by: Zanna Currie/Nachi Acharya
Date: 8th March 2022

Theme	Essential	How assessed	Desirable	How assessed
Qualifications	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.	Application form	MD or PhD or equivalent	Application form
	Name on the specialist register for relevant specialty or eligible within 6 months of the date of the interview.	Application form	Further qualifications in research methods, teaching and/or management.	Application form
	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.		ARSAC licence holder	
Clinical experience	Evidence of appropriate clinical experience suitable for the post. Ability to work as an independent practitioner	Application form/ Interview	Completed or within a month of completing a minimum of 12 months Medical Retina fellowship	Application form/ Interview
	Evidence of competence in contemporary management strategies in Medical Retina.	Interview		
	Willingness to acquire/improve clinical skills & knowledge in Medical Retina.	Interview		

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	Personal log demonstrating competence in Medical Retina and Cataract Services with audited outcomes.	Interview		
	Evidence of competence in small incision day case local anaesthetic cataract surgery.	Interview		
Research	Ability to critically assess published research and incorporate it into clinical practice where appropriate	Application form	Publications in Peer reviewed journals.	Application form
	Ability to apply research outcomes to clinical and surgical problems	Interview	Ideas for future research whilst in post.	Interview
			Ability to supervise postgraduate research	
Teaching and training	Experience of teaching student doctors and doctors in training at all levels	Application form/ Interview	To have the ability to teach to all groups of staff	Interview
	Evidence of past training and on-going CPD as an Educator	Application form/ Interview	Advanced Teaching Qualification	Application form / 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 the understanding of the systems and structures of NHS Management	Interview/ Application form	Awareness of current issues in NHS Experience of working with management groups	Interview
Clinical governance and audit	Committed to and understands the principles of clinical governance	Interview	Active involvement in a clinical governance programme	Interview
	Experience in performing clinical audit	Application form/ Interview	Completion and publication of a substantive audit project or service improvement project	Application form / interview

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	Understands the principles outlined in the GMC document <i>Good Medical Practice</i>	Interview		
	Understands the requirements of Medical Appraisal and Revalidation	Interview		
Personal attributes	Demonstrates behaviour consistent with PROUD values (see appendix)	Application form/ interview		
	Ensures value for money is considered in all that they do	Interview		
	Good time management skills	Interview		
	Good oral and written communication skills	Application form/ Interview		

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.

Patients First – Ensure that the people we serve are at the heart of what we do

Respectful – Be kind, respectful, fair and value diversity

Ownership – Celebrate our successes, learn continuously and ensure we improve

Unity – Work in partnership with others

Deliver – Be efficient, effective and accountable for our actions

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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