



PERSON SPECIFICATION SPECIALTY DOCTOR IN OPHTHALMOLOGY REQUIREMENTS	ESSENTIAL OR DESIRABLE	Application	Interview	Reference
Qualifications				
MBChB/MBBS or equivalent	E	√		
MRCOphth part 1 or equivalent	E	√		
MRCOphth part 3 or equivalent	E	√		
Completed at least four years' full-time postgraduate training (or its equivalent gained on a part-time or flexible basis) at least two of which will be in a specialty training programme in a relevant specialty or as a fixed term specialty trainee in a relevant specialty, or equivalent experience and competencies	E	√		
Must have or be eligible for full registration with the General Medical Council at time of appointment and continue to hold a License to Practise.	E	√		
Experience and Achievements				
Must be able to demonstrate clinical experience and competence in all aspects of Ophthalmology.	E	√	√	√
Capacity to apply sound clinical knowledge relevant to the role	E	√	√	√
Understanding current issues within Ophthalmology. and the future direction of the specialty	D		√	
Understanding current issues within the wider NHS	D		√	
Experience in making clinical decisions and managing risk. Knows when to seek help, able to prioritise clinical need	E		√	
Teaching and training				
Experience of and enthusiasm for clinical teaching of postgraduate doctors and non-medical staff.	E	√	√	√
Academic achievements/evidence of familiarity with research methods which have resulted in publications	D	√	√	√
Audit and Research				
Critical Appraisal Skills	D	√	√	
Knowledge of Audit principles and evidence of participation in and completion of audit projects and the implementation of outcomes	E	√	√	√
Evidence of knowledge of research methodology	D	√	√	
Disposition-Adjustment/Attitude/Commitment				
Good communication and empathy skills with patients	E		√	√
Evidence of willingness to participate in a multi-disciplinary team environment to provide an integrated service	E		√	√
Ability to work as a member of a team, both through communication and sharing workload	E		√	√
Ability to manage high pressure situations e.g. clinical crisis	E		√	√
Ability to prioritise and organise workload and co-ordinate staff where appropriate	E		√	√
Ability to integrate the care of a patient by many and various other clinical staff	E		√	√
Willingness to work flexibly to deliver clinically effective and cost effective healthcare	E		√	√
Respect Diversity - Seeks to develop an understanding of different groups and individuals and ensures equitable and appropriate treatment for all	E		√	√
Practical/Intellectual Skills/Personal Qualities				
Ability to use IT Systems – inc Word, Excel, PowerPoint Outlook	E	√	√	√
Evidence of continual learning and development	D	√	√	√
Understands self (strengths and weaknesses) and impact of behaviour on others	D	√	√	√
Evidence of innovation	E	√	√	√



GENERAL				
Eligibility to work in the UK	E	√		
Ability to work in various locations throughout the network of services provided by Doncaster and Bassetlaw Teaching NHS Foundation Trust	E	√	√	
For areas requiring EPP Clearance (Exposure Prone Procedures), this will also be a requirement of the health screening	E			
An enhanced DBS disclosure will be required with the Disclosure and Barring Service	E	√		

The DBTH Way

We lead by example and role model the **DBTH Way** and our **We Care values**

We are

Kind

Inclusive

Person centred

Empowering

Accountable

Collaborative

We show

Attentive listening

Integrity and honesty

Courage and positivity