

## PERSON SPECIFICATION

**Job Title: Specialist/Advanced Radiographer \_\_\_\_\_**

### WEIGHTING

Criteria in each section are ranked in order of importance 3 – 1, with 3 being the most important

### SHORTLISTING CRITERIA – using Application Form and accompanying information





Each candidate will be scored against the person specification as follows:

3 points = fully meets or exceeds the criteria

2 points = significantly meets criteria, although falls short on minor aspects

1 point = partially meets criteria, but falls short on key aspects

0 point = does not meet criteria

CATEGORY	CRITERIA	Weight (must be Completed)	HOW ASSESSED (must be completed)
<b>1.Values:-</b>   <b>Collaborate</b>   <b>Aspire</b>   <b>Respect</b>   <b>Enable</b>	Communicates openly, honestly and professionally, and actively promotes team working and building strong working relationships	3	All values must be assessed at the interview/ assessment stage using various methods e.g. open questions and scenarios
	Patients are always first. Drives service improvements. Strong self-awareness with a desire to grow.	3	
	Treats all with compassion and kindness. Ensures everyone feels valued.	3	
	Consults others and listens to their views/opinions. Enables others to take the initiative	3	

CATEGORY	CRITERIA	Weight	HOW ASSESSED
<b>2. EDUCATION, QUALIFICATIONS &amp; TRAINING</b> eg Education, professional qualifications	• Degree in Radiography or equivalent	3	Application form / interview
	• HCPC Registration	3	
	• PgC in MRI	3	
	• Evidence of CPD	3	
	• Certificate in IV Injections	3	
	• Management experience	3	
	• Short courses in MRI	3	
	• Inter-ocular reporting course	2	
<b>3. EXPERIENCE</b> eg Breadth of occupational experience	• 4 years experience in radiography including out of hours work	3	Application Form / Interview
	• 3 years MRI experience	3	
	• CT experience to participate in out of hours service.	3	
	• Experience of day to day running of a service.	3	
	• Staff/student supervision and competency assessment.	3	
	• Staff management and appraisal	3	
	• Has undertaken audit projects and acted on findings	3	

	<ul style="list-style-type: none"> <li>• Protocol development</li> <li>• Knowledge of MRI QA</li> <li>• Authorised trainer for venflon insertion.</li> </ul>	3  3  3	

<b>4. SKILLS, ABILITIES &amp; KNOWLEDGE</b> e.g., Communication skills, excellent organisation skills, keyboard skills, high motivation, Special knowledge requirements e.g. NMC Code of Conduct, regulations etc.	<ul style="list-style-type: none"> <li>• Ionising Radiation Legislation.</li> </ul>	3	Application Form / Interview
	<ul style="list-style-type: none"> <li>• MRI Safety</li> </ul>	3	
	<ul style="list-style-type: none"> <li>• Knowledge of patient monitoring whilst sedated/anaesthetised and MRI compatible monitoring devices.</li> </ul>	3	
	<ul style="list-style-type: none"> <li>• Venepuncture &amp; Cannulation</li> </ul>	3	
	<ul style="list-style-type: none"> <li>• Manual Handling</li> </ul>	3	
	<ul style="list-style-type: none"> <li>• Effective communication skills in particular to manage difficult and claustrophobic patients and patients of all ages.</li> </ul>	3	
	<ul style="list-style-type: none"> <li>• Ability to develop protocols for clinical imaging in order to support evidence based practice</li> </ul>	3	
	<ul style="list-style-type: none"> <li>• Ability to develop/ influence department-wide policies/procedures to support a consistent approach to patient care</li> </ul>	3	
	<ul style="list-style-type: none"> <li>• Knowledge of Health &amp; Safety issues.</li> </ul>	3	
	<ul style="list-style-type: none"> <li>• Computer literate – required to use specialist imaging equipment including complex post processing image manipulation packages. The radiology information system and standard windows applications.</li> </ul>	3	

	<ul style="list-style-type: none"> <li>• Appraisal and objective setting.</li> <li>• Organisation skills.</li> <li>• Management of complaints</li> <li>• Presentation skills for effective teaching of other staff</li> </ul>	<p>3</p> <p>3</p> <p>3</p> <p>3</p>	
<b>5. SPECIAL CIRCUMSTANCES</b> e.g., Ability to work internal rotation	<ul style="list-style-type: none"> <li>• Ability to work out of hours.</li> <li>• Ability to work extended days.</li> <li>• Ability to travel to other sites.</li> </ul> <p>Factors.</p> <p>Physical Effort – positioning, manoeuvring patients and equipment.</p> <p>Mental effort</p> <p>Frequent concentration on assessing patients, scanning, setting up injectors, teaching Etc.</p> <p>Emotional effort</p> <p>Frequent exposure to highly distressing circumstances – patients with injury, cancer and other life threatening illnesses.</p> <p>Working conditions – frequent exposure unpleasant working conditions - body fluids</p>	<p>3</p> <p>3</p> <p>3</p>	Application Form / Interview

