



PERSON SPECIFICATION

Post Title: Clinical Fellow

Band: MT04

Department, Location:

An Equal Opportunity Employer

Bradford Teaching Hospitals NHS Foundation Trust positively welcomes applications from Disabled People and will make reasonable adjustments to posts in compliance with the Equality Act 2010.

E or D indicates whether a selection criterion is 'Essential' to the job role or 'Desirable'.

As a minimum a candidate must meet the essential criteria for the post to be recruited.

Experience	How Identified	E/D
Previous experience relevant to the specialty	Application/Interview	E
Applicant knowledge is up to date and is fit to practise safely	Application/Interview	E
Commitment for managing professional development		
Clinical governance / audit experience	Application/Interview	E
Experience in making clinical decisions and managing risk	Application/Interview	E
Out of hours experience relevant to job.	Application/Interview	
Experience in the specialty beyond ST3 or equivalent	Application/Interview	E

Skills	How Identified	E/D
<i>Includes; Analytical & judgemental Skills, Communication & Relationship Skills, Physical Skills,</i>		
Practical skills in relation to the speciality	Application/Interview	E
Proven ability to work in different clinical settings	Application/Interview	E
Clear communication skills	Application/Interview	E
Organisation and planning	Application/Interview	E
Empathy and sensitivity	Application/Interview	E
All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues demonstrated by one of the following: <ul style="list-style-type: none"> - that applicants have undertaken undergraduate medical training in English; or - have achieved the following scores in the academic International English Language Testing System (IELTS) in a single sitting within 24 months at time of application – Overall 7, Speaking 7, Listening 7, Reading 7, Writing 7. IELTS certificate to be presented at interview. If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence	Application/Interview	E
Interest in teaching and management	Application/Interview	D
Multilingual	Application/Interview	D

Knowledge <i>Includes; Knowledge & Training</i>	How Identified	E/D
Understanding of Information Governance and Confidentiality	Application/ Interview	E
Understanding of equality and diversity issues and how this affects patients, visitors and staff	Interview	E
Understanding of what the NHS Constitution means to you, and your responsibilities to the public, patients and colleagues.	Interview	E
Acute care safe – up to date ALS	Application/Interview	E
Relevant specialty clinical knowledge	Application/Interview	E
<i>Essential specialty specific competencies for the post should be listed along with required evidence.</i>		E
Specialist Knowledge Exam	Application/Interview	D
ALS Instructors Certificate	Application/Interview	D

Qualifications - <i>In most cases (where indicated *) demonstration of equivalent qualification, skills or experience is an acceptable alternative.</i>	How Identified	E/D
MBBS or equivalent medical qualification	Application/Interview	E
Eligible for full registration with the GMC at time of appointment	Application/Interview	E
Evidence of achievement of Foundation competencies by the time of appointment in line with GMC standards in <i>Good Medical Practice</i>	Application/Interview	E
Evidence of achievement of ST1 / CT1 competencies in the specialty at time of application and likelihood of achieving ST2 / CT2 competences in specialty by the start date of the post <i>[In some specialties this level of specialty or core training may not provide the right skills to perform effectively in a specialty doctor post].</i>	Application/Interview	E
Specialty specific requirements eg MRCP, FRCS, etc where appropriate	Application/Interview	E

Values and Behaviours (some of these standard core values may be demonstrated in meeting other criteria cited on this person specification)	How Identified	E/D
We are one team <ul style="list-style-type: none"> • We trust each other and work together • We talk clearly and honestly. • We make every penny count. • We get better all the time 	Application form/ Interview/ Test	E
We care <ul style="list-style-type: none"> • We are kind and compassionate. • We take ownership and keep our word. • We are passionate, proud and committed. • We say thank you. 	Application form/ Interview/ Test	E
We value people <ul style="list-style-type: none"> • We respect each other and our patients • We embrace difference • We support each other • We say when we have done well and learn from mistakes 	Application form/ Interview/ Test	E

Other Requirements: <i>Includes; Working Conditions</i>	How Identified	E/D
Able to fulfil Occupational Health requirements for the post (with reasonable adjustments, if necessary). Including clearance on blood borne viruses, in compliance with Trust Policy.	Occupational Health Paper Screening, followed by an Immunisation Assessment in the first week of work	E
Professional integrity and respect for others	Interview	E
Flexible approach to work	Interview	E
Team working ability	Interview	E
Conscientious, punctual	Interview	E
Professional appearance	Interview	E
Eligibility to work in the UK	Interview	E