

Sonographer: Personal Specification

	Essential	Desirable	Method of Assessment
Qualifications	<ul style="list-style-type: none"> BSc in Diagnostic Radiography, DCR or Nursing/Midwifery. Post Graduate Certificate/Diploma in Medical Ultrasound. (CASE accredited) Registration with a professional healthcare body (HCPC, NMC). 	<ul style="list-style-type: none"> Post graduate qualification / experience in vascular ultrasound. Additional modular qualification i.e. MSK experience in other fields. MSc in Medical Ultrasound or additional modules or training. Education qualification or experience. Special Interest Group. 	<p>Application</p> <p>Certificates</p> <p>CPD Portfolio</p>
Experience	<ul style="list-style-type: none"> Extensive independent clinical practice in ultrasound. Extensive independent clinical practice in the speciality of medical ultrasound Evidence of continual professional development (CPD). Ability to demonstrate and understand the principles of Sonography. 	<ul style="list-style-type: none"> Evidence of multi-modality knowledge. An understanding of recent developments within the NHS. Experience in teaching/supervising/mentoring undergraduate, trainee and qualified staff. 	<p>Application</p> <p>CPD Portfolio</p> <p>Interview</p>
Knowledge	<ul style="list-style-type: none"> Knowledge of a range of relevant medical conditions and their management. An understanding of clinical governance and evidence based practice. Knowledge of recent NHS & Trust developments and their impact on the service. 	<ul style="list-style-type: none"> Knowledge and experience of change management. 	<p>Application</p> <p>CPD Portfolio</p> <p>Interview</p>

	<ul style="list-style-type: none"> • Understanding of confidentiality and data protection. 		
Skills	<ul style="list-style-type: none"> • Proven ability to deliver effective, high quality and efficient patient care. • High level problem solving skills. • Ability to pass along knowledge and skills to others in both formal and informal environments. • Ability to communicate effectively and flexibly, to adapt communication style to the needs of the patient, carers or staff. • Ability to cope with distressing or emotional circumstances involving staff, patients, carers and others. • Counselling skills. • To be an effective advocate for patients. • Ability to organise, prioritise and delegate as appropriate to manage time effectively. • Ability to work to tight deadlines whilst working on multiple tasks, prioritising and managing conflicting tasks. • Ability to be flexible enough to respond to any situation. • Ability to comprehend and work within the Trust's policies of data protection, equal opportunities and health and safety to meet differing patient needs. • Ability to establish good working relationships. 	<ul style="list-style-type: none"> • Additional language. 	<p>Application</p> <p>Interview</p> <p>CPD Portfolio</p>

	<ul style="list-style-type: none"> • Ability to lead, motivate and inspire others. • Ability to command confidence in other health professionals. • Ability to support others. • Negotiation and conflict resolution skills. • Ability to analyse activity and outcome data accurately and objectively. • Ability to prepare reports clearly and logically to answer queries regarding service delivery, staffing issues, complaints etc. • Excellent written and verbal communication skills. • Computer literate. • Ability to work alone or as part of a team. • Ability to move and operate a range of specific equipment (IT, medical equipment, stock etc.) 		
Personal Qualities	<ul style="list-style-type: none"> • Ability to work flexible hours and at weekends based on the needs of the service. • Reliable work record i.e. sickness and absence. • Able to comply with the Trusts moving and handling guidelines - the post holder must be assessed by Occupational Health as having a level of fitness to carry out duties/tasks after reasonable adjustments under the terms of the Disability Discrimination Act 1995 have been made. • Ability to undertake moderate physical effort throughout the day and carry concurrent 		Occupational Health assessment. Interview.

	<p>activities suitable to reasonable adjustment under the Disability Discrimination Act 1995.</p> <ul style="list-style-type: none"> • Clear vision and understanding of the role and commitment to the team and department. • Ability to respond and adapt to constructive feedback and deliver the same where appropriate. 		
Other	<ul style="list-style-type: none"> • Suitability to work with vulnerable adults and children. • Use of a car with full driving license. • Ability to commute between sites 		<p>Criminal Records Bureau.</p> <p>Valid driver's license.</p> <p>Interview</p>