

PERSON SPECIFICATION

OUR VISION: 'TO BE THE LEADING HEALTH AND WELLBEING SERVICE IN THE PROVISION OF MENTAL HEALTH AND COMMUNITY CARE'

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Abbreviations for when assessed:

Scr: Screening prior to short-listing/ SL: Short-listing from application form/ AAC: Advisory Appointments Committee/

Ref: References/Pres: Presentation to AAC panel

As an Equal Opportunities employer, the Trust welcomes applications from candidates with lived experience of mental health issues.

JOB TITLE: SPECIALTY DOCTOR

DEPARTMENT: Adult Community, Grays Hall

Criteria for Selection	Essential	Desirable	Measurement Application Form - AF Interview - IN Assessment – AS
Qualifications MBBS or equivalent medical qualification	✓		AF/IN/AS
Eligibility -Eligible for full registration with the GMC at time of appointment. and -Section 12 (2) approval under the Mental Health Act 1983. -Eligibility to work in the UK.	✓ ✓	✓	AF/IN/AS
Skills/Experience Evidence of achievement of Foundation competencies or equivalent by time of appointment in line with GMC standards in Good Medical Practice including: •good clinical care •maintaining good medical practice •good relationships and communication with patients •good working relationships with colleagues •good teaching and training •professional behaviour and probity •delivery of good acute clinical care	✓		AF/IN/AS

WE CARE. WE LEARN. WE EMPOWER.

Evidence of achievement of CT1 1-3 or equivalent competencies in psychiatry at time of application	✓		
Clinical skills			
Experience of working in General Adult.	✓		AF/IN/AS
Relevant specialty clinical knowledge: capacity to apply sound clinical knowledge relevant to the job and specialty	✓		AF/IN/AS
Clinical judgement: experience in making clinical decisions and managing risk. Knows when to seek help, able to prioritise clinical need.	✓		AF/IN/AS
Practical skills: shows aptitude for practical skills, required in the job.	✓		AF/IN/AS
Proven ability to work effectively in different clinical settings required in the job.	✓		
Knowledge and experience of conducting cognitive assessments is desirable.		✓	AF/IN/AS
Commitment to clinical governance / improving quality of patient care.		✓	AF/IN/AS
Clinical governance: Capacity to be alert to dangers or problems. Demonstrates awareness of good decision making. Aware of own limitations. Track record of engaging in clinical governance: reporting errors, learning from errors.	✓		AF/IN/AS
Audit: evidence of active participation in audit.	✓		
Teaching: evidence of interest and experience in teaching where required in the job.		✓	AF/IN/AS
Communication skills			
Effective communication skills: demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation.	✓		AF/IN/AS
Empathy and sensitivity: capacity to listen and take in others' perspectives.	✓		AF/IN/AS
Works in partnership with patients: always considers patients preferences when discussing treatment options.	✓		AF/IN/AS
Always considers the full impact of clinical decisions on the patients, Practice shared decision making.	✓		AF/IN/AS

Directs and supports patients to access the information they need to support decision making.	✓		AF/IN/AS
Personal skills			
Team working: demonstrated experience working in a team, values the input of other professionals in the team.	✓		AF/IN/AS
Managing others & team involvement: capacity to work co-operatively with others and demonstrate leadership when appropriate. Capacity to work effectively in multi-professional teams.	✓		AF/IN/AS
Coping with pressure: capacity to operate under pressure. Demonstrates initiative and resilience to cope with setbacks & adapt to rapidly changing circumstances.	✓		AF/IN/AS
Problem solving & decision making: capacity to use logical/lateral thinking to solve problems & make decisions.	✓		AF/IN/AS
Organisation & planning: capacity to organise oneself and prioritise own work. Demonstrates punctuality, preparation and self-discipline. Understands importance of information technology.	✓		AF/IN/AS
Flexible approach to work: able to adapt and work with employers to deliver improved patient care.	✓		AF/IN/AS
Equality and diversity: promotes equality and values diversity.	✓		AF/IN/AS
Probity.	✓		AF/IN/AS
Professional integrity and respect for others: capacity to take responsibility for own actions and demonstrate a non-judgmental approach towards others. Displays honesty, integrity, awareness of confidentiality and ethical issues.	✓		AF/IN/AS
Commitment to ongoing professional development.	✓		AF/IN/AS
Learning and personal development: demonstrates interest in the specialty required for the job. Demonstrates a commitment to maintaining professional skills and knowledge relevant to the job (see notes).	✓		AF/IN/AS
Demonstrates a willingness to fully engage in appraisal. Self-awareness and ability to accept and learn from feedback.	✓		AF/IN/AS

Fitness to Practise Applicant's knowledge is up to date and fit to practise safely.	✓		AF/IN/AS
Language Skills All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues. If applicants believe that they have adequate communication skills but do not fit into one of the examples they need to provide evidence. Health Meets professional health requirements (in line with GMC standards in Good Medical Practice)	✓ ✓ ✓		AF/IN/AS AF/IN/AS AF/IN/AS