

Specialty Doctor – ACCIDENT & EMERGENCY GRADE:MN75

ESSENTIAL JOB REQUIREMENTS A clear definition for the necessary criteria)	How Tested Justifiable as necessary for safe and effective performance)	Weighting (Where available, elements that to contribute improved/immediate performance in the job)
Qualifications: <ul style="list-style-type: none"> Basic medical qualification (ie MBBS or equivalent). ATLS/ALS/APLS are all essential. Higher scientific or medical qualification 	A/O A/O A/O	H H M
Professional Registration: <ul style="list-style-type: none"> GMC registration with a license to practice. 	A/O	H
Training and Clinical Experience: <ul style="list-style-type: none"> Completed at least 4 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 Relevant up to date experience and qualifications to undertake duties at middle-grade level is essential. Operative skills commensurate with middle grade level Awareness of all aspects of care for patient's emergency department Working knowledge of the NHS or an equivalent organization. Awareness of the differing needs of a diverse population in relation to ethnicity 	A/O A/O I/R/O R/O/A A/I A/O	H H H M M H
Professional and Multi-disciplinary team working: <ul style="list-style-type: none"> Ability to work collaboratively with colleagues and within a multi-disciplinary team Ability to offer expert clinical opinion on a range of problems within the specialty Willingness to work flexible to optimise departmental functions. 	A/I/R I/R I	H H M
Management and Administrative Experience: <ul style="list-style-type: none"> Ability to organise and prioritise workload effectively. Ability to plan strategically and to exercise sound judgements when faced with conflicting pressures 	A/R A/I/R	H H
Clinical Effectiveness: <ul style="list-style-type: none"> Be able to accept and knowledge limitations in decision making Be able to identify when senior support is required Must be able to communicate effectively both in written and spoken English Ability to use the evidence base and clinical audit to support decision-making Experience of conduction clinical audit 	I/R I/R A/I A/I A/I	H H H H M
Other Requirements: <ul style="list-style-type: none"> Appropriate Immigration Status (where appropriate) Ability to work weekends and nights 	A/O A/O	L H

How Tested Weighting
 A = Application form H = High
 I = Interview M = Medium
 T = Test L = Low
 P = Presentation
 O = Other
 R = Reference