

Person Specification & Scoring Sheet

Job Title	Ophthalmic Technician	Band	3
Candidate			

Top Tip for candidates! Please use the supporting information section of the application form to provide examples that demonstrate how you meet each of the criteria listed below.

	Essential Criteria	Desirable Criteria	Score
Qualifications	<ul style="list-style-type: none"> Level 3 NVQ (or equivalent experience) GCSE level Maths and English (or equivalent experience) Relevant diploma level qualification (or demonstrates equivalent competency) 		
	<ul style="list-style-type: none"> Candidates: Please be aware that you will be asked to present your original qualifications at interview. 		
Experience	<ul style="list-style-type: none"> Previous experience working in a hospital setting Experience in Humphrey Visual Fields, OCT and retinal imaging Intermediate level theoretical and practical knowledge of Ophthalmic clinic settings Experience of working within ophthalmic technical roles 	<ul style="list-style-type: none"> Working in an Outpatient setting Experience in retinal Screening 	
Skills	<ul style="list-style-type: none"> Good communication and interpersonal skills Excellent hand/eye dexterity to be able to make fine adjustments to imaging equipment/apparatus 	<ul style="list-style-type: none"> Able to carry out visual acuity testing (LogMar) Able to problem solve technical issues Able to perform various imagery in dimly lit and dark environments Van Hericks angle assessment and 	

		Goldmann applanation tonometry using the slit lamp.	
Knowledge	<ul style="list-style-type: none"> ▪ Good technical knowledge of imaging equipment ▪ The ability to work within a multidisciplinary team, undertake own workload, manage time and cope with the pressures of a busy out-patient department ▪ The ability to communicate effectively with staff & patients, including patients with learning / communication difficulties and deal with sensitive / unpleasant situations 	<ul style="list-style-type: none"> ▪ Computer literate 	
Additional	<ul style="list-style-type: none"> ▪ Excellent visual acuity and colour vision due to imaging requirement ▪ Flexible and able to work on any ward and site within the Trust ▪ Speak English to an appropriate standard relevant to their role, i.e. with confidence and accuracy, using correct sentence structures and vocabulary, and without hesitation. 		
WWL Behaviours	<p>When we are:</p> <p>4ward Thinking We seek out new and creative way of working to make a positive difference.</p> <p>Working together We actively seek opportunities to work in partnership with others</p> <p>Accountable We take personal responsibility for ourselves and our actions</p> <p>Respectful We recognise that everyone counts and makes a valuable contribution</p> <p>Demonstrate Compassion We take time to show kindness and care to others</p>		

Total Score:	
Out of total possible score:	

Comments	Please record here any pertinent comments following interview, particularly
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	details of how the candidate meets, or fails to meet, the requirements of the person specification;
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Scoring Key:

1. Showed multiple clear evidence of a likely lack of competence in relation to the essential criteria
2. Showed sufficient negative evidence to be judged lacking in ability in relation to the essential criteria
3. Showed more positive than negative evidence of meeting the essential criteria
4. Showed clear evidence of meeting the required criteria and some of those in the desirable criteria
5. Showed multiple clear evidence of meeting all of the essential and desirable criteria

Signature:		Date:
Print name:		Position: