



Royal Berkshire
NHS Foundation Trust



*Working Together to Provide Outstanding Care for
Our Community*

Recruitment Advisor:

Name
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Speciality Lead:

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Compassionate

Aspirational

Resourceful

Excellent

Section 4: Person Specification

Criteria	Essential (E) Desirable (D)		Assessment Method			
	E	D	A	I	S	R
Education and Qualifications						
Full registration with the GMC/eligible for registration Within 6 months of CCST in (Speciality) at interview date	✓		✓			
Membership of the Royal College of Ophthalmology of the United Kingdom or equivalent	✓		✓			
Higher degree e.g. PhD/ MD submitted/awarded		✓	✓			
Clinical Experience, Knowledge & Skills						
Fully trained in A&E/acute eye care	✓		✓	✓	✓	✓
Previous responsibility for clinical governance and GMC Good Medical Practice	✓		✓	✓	✓	✓
Fully trained in further ophthalmology subspecialty area, if desired and complimentary to A&E work or the wider team		✓	✓	✓	✓	✓
All aspects of general ophthalmology and patient care	✓		✓	✓	✓	✓
Audit Management & IT						
Ability to work within clinical governance guidelines	✓		✓	✓		✓
Undertake audits and present data as required	✓		✓	✓		✓
Good IT skills, use of patient and hospital database	✓		✓	✓		✓
Evidence of clinical leadership role demonstrating accountability for quality of care, financial controls and efficient management of workforce		✓	✓	✓		✓
Research, Teaching Skill & Experience						
Track record of publications in peer reviewed journals	✓		✓	✓		✓
Evidence or providing good teaching and supervision to trainees	✓		✓	✓		✓
Educational qualification		✓	✓	✓		✓
Patient Experience						
Contributes to improving patients experience	✓		✓	✓		✓
See patients as individuals and involve them in decisions about their care	✓		✓	✓		✓
Ability to work in partnership to deliver a patient centred service	✓		✓	✓		✓
Demonstrate an understanding and willingness to embrace user involvement	✓		✓	✓		✓
Personal Qualities						
Able to abide by the Trust CARE Values; Compassionate, Aspirational, Respectful and Excellence	✓		✓	✓	✓	✓
Ability to communicate with clarity and intelligence in both written and spoken English	✓			✓		✓
Willingness to take responsibility, and exert appropriate authority	✓			✓		✓
Excellent interpersonal skills	✓			✓		✓
Work collaboratively with multi-disciplinary team, understanding each others unique role	✓			✓		✓

Assessment Criteria Key: A= Application, I= Interview, S= Simulation, R= References.