

“Creating a great place to be cared for and a great place to work”

PERSON SPECIFICATION		
Requirements	Essential	Desirable
Education and qualifications	<p>FCEM or equivalent.</p> <p>Full GMC Registration with a license to practice</p> <p>Must be registered as a Specialist in Emergency Medicine in the UK</p> <p>Evidence of continuous professional development</p>	<p>Certification or Instructor Status in ATLS, ETC, ALS, APLS/EPLS</p> <p>Management/ leadership qualification</p>
Experience	<p>Clinical training and experience equivalent to that required for gaining UK CCT in Emergency Medicine</p> <p>Ability to manage an efficient and smooth running ED Team</p> <p>Ability to offer expert clinical opinion in a range of emergency problems within the specialty</p> <p>Ability to take responsibility for the emergency care of patients</p> <p>A wide range of clinical skills and practice in the specialty</p> <p>Ability to identify issues early which are likely to impact on patient safety, departmental performance or staff wellbeing along with suitable solutions identification and implementation</p> <p>Good level of IT literacy</p> <p>Sound knowledge of clinical governance and effective systems of medical management, such as job planning, appraisal and clinical assessment</p> <p>Understanding of medical recruitment and training</p>	<p>A special interest that would help support or develop the service</p> <p>Competence in advanced airway management and FAST US</p> <p>Experience of committee work/project management</p> <p>Experience of Audit management</p> <p>Publication in scientific journal, particularly those that are peer-reviewed</p> <p>Ability to supervise postgraduate research</p> <p>Publication of audit results; changes to practice</p> <p>Teaching qualification</p>

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	<p>Credibility with medical colleagues across specialties</p> <p>Ability to teach clinical skills at postgraduate and undergraduate level</p>	
Motivation	<p>A commitment to the development of a high quality, cost effective service to the local community.</p> <p>Ability to lead a team to deliver against expected performance standards.</p> <p>A willingness to participate in and lead a multi-disciplinary team, balancing departmental and personal objectives.</p>	
Personal Qualities	<p>Energy, enthusiasm and ability to work effectively, efficiently and safely under pressure</p> <p>Excellent time-management and time-keeping skills – ability to lead by example</p> <p>Highest level of professionalism demonstrated by the ability to know the appropriateness of holding conversations in private or earshot of others</p> <p>High level of self awareness including appreciation for how others see their persona</p> <p>An enquiring, critical approach to work.</p> <p>A caring attitude to patients and staff.</p> <p>Excellent communication skills both</p> <p>Oral and written, including the ability to negotiate effectively yet sympathetically with colleagues, patients and staff.</p>	<p>Effective media communication skills</p>

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	<p>Ability to work effectively and supportively within a team. Commitment to continuing professional development.</p> <p>Driven to seek out continuous improvements in patient care and performance for self and team.</p> <p>Strong influencing and motivational skills</p> <p>Exceptional organisational and leadership skills</p> <p>Ability to analyse complex issues and identify potential solutions</p> <p>Focused on delivering objectives and improvements to patient services</p> <p>Appreciation and understanding of support functions perspective, such as HR and Finance</p> <p>Ability to adopt corporate approach to key issues</p> <p>Inclusive leadership and management style</p>	
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