



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Bae Abertawe
Swansea Bay University
Health Board

CONSULTANT PSYCHIATRIST Rehabilitation and Recovery Mental Health Services

PERSON SPECIFICATION

Job Title: CONSULTANT					
Criterion			How Tested		
Qualifications	Essential ✓	Desirable ✓	Application ✓	Interview ✓	Presentation ✓
Registered with the GMC	✓		✓		
Licensed to practice	✓		✓	✓	
On Specialist Register with GMC as a Consultant Psychiatrist or eligible for CCT within 6 months of date of interview and have passed exit exam or a statement of eligibility for registration issued by PMETB or a primary medical qualification and recognized specialist qualification from a European Member State which will allow direct entry to the GMC Specialist Register	✓		✓		
Further relevant degree/diploma		✓	✓		
Teaching qualification/Higher qualification in medical education		✓	✓		
Experience					
Evidence of an ability to develop effective working relationships, on an individual and multi-disciplinary basis with all levels of staff (" Working Together ")	✓		✓	✓	
Evidence of working with management and clinical colleagues to improve a service (" Always Improving ")	✓	✓	✓	✓	
Values partnership with other agencies (" Working Together ")	✓	✓		✓	
Development and commissioning of Rehabilitation and Recovery services (what specific experience do you require of the post?)	✓	✓	✓	✓	



Evidence of teaching and training of post/undergraduate clinical staff	✓		✓	✓	
Evidence of initiating, progressing and completing audit	✓		✓	✓	
Experience of research in psychiatry	✓	✓	✓	✓	
Experience of e.g. psychological therapy	✓	✓	✓	✓	
Skills & Abilities					
Effective leadership; ability to take responsibility and demonstrate leadership when appropriate	✓		✓	✓	✓
Understands the importance of effective Team Working with all levels of staff, take time to listen, understand and involve people; receptive to appropriate change (<i>"Working Together"</i>)	✓			✓	✓
Understands and can apply the principles of Prudent Healthcare (<i>"Caring for each other"</i>)	✓			✓	✓
Excellent interpersonal skills – ability to communicate effectively (written and verbal) with patients, colleagues, relatives and staff; communicate openly and honestly and explain things clearly (<i>"Caring for each other"</i>)	✓		✓	✓	✓
Demonstrates learning in Improvement science and methodology, ability and drive to use information and experience to improve the service (<i>"Always Improving"</i>)		✓		✓	✓
Understands information systems and technology (IT)	✓			✓	
Clinical Skills Section 12 approval	✓	✓	✓	✓	
Personal Attributes					
Flexible and adaptable to competing demands with the ability to work effectively under pressure and cope with setbacks	✓		✓		
Ability to undertake on-call	✓	✓		✓	
A commitment to continuous improvement, with a positive attitude, seeks out learning, and continually develops skills and the service (<i>"Always Improving"</i>)	✓			✓	
Enthusiasm to take a lead role in clinical development	✓		✓	✓	



Empathy and sensitivity: ability to listen, understand and involve people; see people as individuals	✓				
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