

**MENTAL HEALTH AND LEARNING DISABILITIES DIRECTORATE, SWANSEA
LOCALITY**

PERSON SPECIFICATION

Job Title: CONSULTANT PSYCHIATRIST					
Criterion			How Tested		
Qualifications	Essential ✓	Desirable ✓	Application ✓	Interview ✓	Presentation ✓
Registered with the GMC	✓		✓		
Licensed to practice	✓		✓	✓	
On Specialist Register with GMC as a specialist in psychiatry 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	✓		✓		
primary CCT or an endorsement, in CAMHS or General Adult Psychiatry		✓			
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 Liaison services		✓	✓	✓	

Evidence of teaching and training of post/undergraduate clinical staff	✓		✓	✓	✓
Evidence of initiating, progressing and completing audit	✓		✓	✓	
Experience of research in psychiatry		✓	✓	✓	
Experience of 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	✓				
Welsh Language skills		✓	✓		