

## PERSON SPECIFICATION

| THEME                               | ESSENTIAL  | HOW ASSESSED                               | DESIRABLE   | HOW ASSESSED                               |
|-------------------------------------|--|--|---|--|
| Qualifications                      | Qualified medical practitioner<br>GMC registration<br>MRCS or equivalent<br>ATLS | Application form                           | Distinctions, prizes, awards,<br>scholarships.<br>Other degrees | Application form                           |
| Clinical experience                 | At least 6 months CT level experience in T&O                                     | Application form                           | General Trauma Experience                                       | Application form<br>Interview/presentation |
| Competence and clinical skills      | Demonstrate competence in the initial management of T&O conditions               | Application form                           |   |  |
| Research                            | Interest and experience in research technique<br>Computer Literacy               | Application form<br>Interview/presentation | Presentations<br>Publications                                   | Application form<br>Interview/presentation |
| Teaching and training               | Interest in training clinical and surgical skills                                | Application form<br>Interview              |   |  |
| Continuous professional development | Evidence of continuing professional development                                  | Application form                           |   |  |
| Management and Administration       |  |  |   | Application form<br>Interview/presentation |
| Clinical governance and audit       | Understands good medical practice  | Interview or presentation                  | Evidence of personal audit                                      | Application form<br>Interview/Presentation |
| Communication skills                | Good oral communication skills<br>Good written communication skills              | Interview<br>Application form              | Able to present formally at meetings                            | Presentation                               |
| Personal attributes                 | Ability to work as part of a team  | Interview/presentation                     |   |  |

|                                |   |                        |  |  |
|--------------------------------|---|------------------------|--|--|
|                                | Honesty, reliability  |                        |  |  |
| Personal skills and attitude   | Caring approach<br>Organisational skills<br>Ability to cope with stressful situations<br>Take on responsibility<br>Professional approach with patients/families   | Interview/presentation |  |  |
| Health and fitness to practice | Be physically and mentally fit and capable of conducting operative procedures which may be demanding of a number of hours of close attention<br>Manual dexterity as confirmed by referees<br>Proof of Hepatitis B Antibody status | Application form       |  |  |