

PERSON SPECIFICATION

Post: Consultant Cytopathologist
Directorate: Clinical and Scientific Services (Laboratory Medicine)
Prepared By: Dr Miles Holbrook (Clinical Lead Cervical Cytology)
Date: 09/01/23

Theme	Essential	How assessed	Desirable	How assessed
Qualifications	<input type="checkbox"/> Full and Specialist Registration with the General Medical Council (GMC) with a license to practice (or eligible for registration within 6 months of date of interview)	Application	<input type="checkbox"/> MD or PhD or equivalent	Application
	<input type="checkbox"/> If a newly qualified UK trainee the applicant must ALSO be a holder of Certificate of Completion of Training (CCT), or within six months of award of CCT or equivalent by date of interview	Application		
	<input type="checkbox"/> FRCPath or evidence of equivalent qualification	Application		
	<input type="checkbox"/> FRCPath Part 2 exam which included cervical cytology or FRCPath Certificate of Higher Cervical Cytology Training	Application		
Clinical Experience	<input type="checkbox"/> Ability to work as an independent practitioner in the subspecialty areas of the post	Application / Interview	<input type="checkbox"/> Ability to offer an experienced opinion in a subspecialty commensurate with the needs of the service	Application / Interview
	<input type="checkbox"/> Possess broad clinical experience in the general aspects of the post plus any specific experience required for the post	Application / Interview		
	<input type="checkbox"/> Ability to work unsupervised at consultant level in subspecialty non- gynaecological cytopathology	Application / Interview		

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Competence and Clinical Skill	<input type="checkbox"/> Ability to use a computer	Application / Interview	<input type="checkbox"/> Ability to draw up laboratory protocols	Application / Interview
	<input type="checkbox"/> Understanding of laboratory protocols and evidence of adherence	Interview	<input type="checkbox"/> Reporting of cervical cytology under the NHSCSP with personal statistics within the national ranges.	Application / Interview
Research	<input type="checkbox"/> Ability to critically assess published research and incorporate it into clinical practice where appropriate	Application	<input type="checkbox"/> Evidence of taking initiative & past participation in research	Application / Interview
			<input type="checkbox"/> Publications in peer reviewed journals	Application / Interview
			<input type="checkbox"/> Ideas for future research whilst in post	Interview
Teaching & Training	<input type="checkbox"/> Experience of teaching medical students and junior doctors or other relevant professional groups.	Application / Interview	<input type="checkbox"/> To have the ability and willingness to teach at all levels and to all groups of staff	Interview
	<input type="checkbox"/> Willingness to participate in undergraduate education	Interview	<input type="checkbox"/> Experience of teaching trainees & lecturing	Application / Interview
Continuous Professional Development	<input type="checkbox"/> Evidence of participation in CME/CPD in the last 12 months	Application / Interview	<input type="checkbox"/> Maintenance of a CPD diary or RCPATH portfolio	Application / Interview
	<input type="checkbox"/> Understanding of RCPATH CPD requirements	Interview		
Management & Administration	<input type="checkbox"/> Evidence of ability to work with management and previous experience of management groups	Application / Interview	<input type="checkbox"/> Have attended, or be booked to attend a management course relevant to laboratory medicine	Application / Interview
	<input type="checkbox"/> Awareness of current issues and the wider context of laboratory practice in NHS	Interview	<input type="checkbox"/> Experience with service improvement methods and the ability to contribute managerially to service development.	Application / Interview
			<input type="checkbox"/> Experience in working in a Multidisciplinary Team for cancer care	Application / Interview

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Clinical Governance & Audit	<input type="checkbox"/> Committed to and understands the principles of clinical governance and laboratory quality management	Interview	<input type="checkbox"/> Active involvement in a clinical governance program	Interview
	<input type="checkbox"/> Experience in performing clinical audit/laboratory function evaluation	Application / Interview	<input type="checkbox"/> Completion and publication of a substantive audit project or service improvement project	Application / Interview

