

Person Specification

This is a specification of the Qualifications, Skills, Experience, Knowledge, Personal Attributes and Other Requirements which are required to effectively carry out the duties and responsibilities of the post (as outlined in the Job Description).

Requirement	Essential / Desirable	How Assessed
<p><u>BEHAVIOURS ALIGNED WITH TRUST VALUES</u></p> <ul style="list-style-type: none"> • Outstanding care • Listening and leading • Working together 	<p>E</p> <p>E</p> <p>E</p>	<p>Interview & Application form</p>
<p><u>QUALIFICATIONS & TRAINING</u></p> <p><u>Evidence of Qualifications required</u></p> <ul style="list-style-type: none"> • MSc Clinical Science (cardiac science) or Degree in Clinical Physiology (cardiology) with equivalent professional training to Masters level. • CRM accreditation holder (BHRS, IBHRE or EHRA) • BSE Accreditation • HCPC registration as clinical scientist or clinical physiologist • Teaching/Mentoring qualification • Immediate Life Support or Advanced Life Support • Management/Leadership qualification 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p>	
<p><u>KNOWLEDGE</u></p> <ul style="list-style-type: none"> • Substantial experience in a senior physiology role in a specialist field within invasive. physiology e.g. Cath Lab, Pacing. • Extensive physiology experience including significant sub-specialty experience. • Ability to work as an independent practitioner in their specialist field. • High level IT systems including Microsoft office. 	<p>E</p> <p>E</p>	

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<u>EXPERIENCE</u> <ul style="list-style-type: none"> • Experience to analyse complex clinical issues and make decisions. • Change management. • Experience of leading and motivating a team • Financial procedures, budget setting and financial processes. • Evidence of continuing professional development • Track record of managing multi-disciplinary services • Project management experience. • Experience of performance management leading to a positive outcome 	E D E E E E E E	
<u>SKILLS & ABILITIES</u> <ul style="list-style-type: none"> • Professional and patient focussed approach with inspirational skills, acting as a role model to colleagues and junior staff members. • Able to demonstrate highly developed communication skills, both written and verbal • IT literate and competent in the use of standard IT applications within Microsoft Office and Outlook • Audit and analytical skills with evidence of successful use in complex option appraisal and planning • Presentation skills both written and verbal. • Experience of dealing with human resource management including the management of poor performance • Proven achievements in delivering service objectives, establishing, and implementing innovative solutions. • Able to demonstrate sound judgment and decision making. • Listens to others' views respecting and valuing individual needs. • Excellent organisational skills, ability to manage own time and plan timed activities. • Ability to recognise and manage challenging situations in a calm and professional manner. • Able to take instruction and direction and work effectively as part of a team. 	E E E E E E	

<ul style="list-style-type: none"> To be able to demonstrate an awareness and responsibility whilst recognising the impact frequent exposure to distressing circumstances has on care and compassion. 	E E E E E E	
PHYSICAL SKILLS <ul style="list-style-type: none"> Keyboard skills Skills for the manipulation of tools or people where there are narrow margins for error. Concentrate for long periods daily. Complete work whilst being subjected to frequent unpredictable interruptions 	E E E E	
OTHER <ul style="list-style-type: none"> Willingness to use technology to improve standards of care and support to our patients. Must be a car driver with a valid driving licence or have access to transport with appropriate business insurance to travel throughout the Trust, to meet the needs of the service. 	E E	
SUPPORTING BEHAVIOURS <p>To carry out this role successfully the post holder needs to be fully aware of and adhere to Trust values/standards and reflect these as their behaviours:</p>		

Outstanding Care:

- We treat everyone with dignity, kindness and respect.
- We involve patients, relatives, carers and colleagues in decision-making.
- I ensure that my actions contribute to outstanding care regardless of my role.
- I admit mistakes, apologise and learn from them.
- I champion the health, safety and wellbeing of patients, relatives, carers and colleagues.
- I speak up when others cannot.

Listening and Leading:

- I lead with empathy, taking responsibility for how my emotions and actions affect others.
- I inspire others to embrace change, encouraging them to see their part in the bigger picture.
- I strive to be the best I can be.
- I value the opinions and contributions of colleagues, patients and others.
- I encourage innovation and am open to new ideas.
- I listen with interest and take action if I am able.

Working Together:

- I collaborate with others to achieve shared goals.
- I communicate clearly and appropriately.
- We work together to overcome challenges.
- I ask for help and always assist those in need.
- I thank colleagues for their contributions and celebrate shared successes.
- I use resources effectively, treating every £ as if it were my own.

SUPPLEMENTARY INFORMATION

Physical Effort	Yes	No	If yes – Specify details here - including duration and frequency
Working in uncomfortable / unpleasant physical conditions	✓		On occasion if echo needs to be performed on ward
Working in physically cramped conditions	✓		On occasion if echo needs to be performed on ward

Lifting weights, equipment or patients with mechanical aids		✓	
Lifting or weights / equipment without mechanical aids		✓	
Moving patients without mechanical aids		✓	
Making repetitive movements	✓		Scanning and Keyboard
Climbing or crawling		✓	
Manipulating objects		✓	
Manual digging		✓	
Running		✓	
Standing / sitting with limited scope for movements for long periods of time	✓		Requires standing/sitting for periods of 20 – 30 mins when performing scans
Kneeling, crouching, twisting, bending or stretching	✓		May require stretching for short periods when performing scans
Standing / walking for substantial periods of time		✓	
Heavy duty cleaning		✓	
Pushing / pulling trolleys or similar		✓	
Working at heights		✓	
Restraint ie: jobs requiring training / certification in physical interventions		✓	
Mental Effort	Yes	No	If yes - Specify details here - including duration and frequency

Interruptions and the requirement to change from one task to another (give examples)	✓		May be required to provide advice to others whilst performing own or planned activity
Carry out formal student / trainee assessments	✓		BSE. PTP/STP students
Carry out clinical / social care interventions	✓		
Analyse statistics	✓		Clinical results and information data
Operate equipment / machinery	✓		Daily echo machines/computers
Give evidence in a court / tribunal / formal hearings		✓	
Attend meetings (describe role)	✓		As per JD
Carry out screening tests / microscope work		✓	
Prepare detailed reports		✓	
Check documents	✓		Clinical reports, polices etc.
Drive a vehicle	✓		
Carry out calculations		✓	
Carry out clinical diagnosis	✓		Within specialist physiologist remit
Carry out non-clinical fault finding		✓	
Emotional Effort	Yes	No	If yes - Specify details here - including duration and frequency
Processing (eg: typing / transmitting) news of highly distressing events		✓	
Giving unwelcome news to patients / clients / carers / staff	✓		Staff management - rare

Caring for the terminally ill		✓	
Dealing with difficult situations / circumstances	✓		Staff management - occasional
Designated to provide emotional support to front line staff	✓		Leadership role
Communicating life changing events		✓	
Dealing with people with challenging behaviour	✓		Unlikely but may be occasion in dealing with patients with challenging behavior
Arriving at the scene of a serious incident		✓	
Working conditions – does this post involve working in any of the following:	Yes	No	If yes - Specify details here - including duration and frequency
Inclement weather		✓	
Excessive temperatures		✓	
Unpleasant smells or odours		✓	
Noxious fumes		✓	
Excessive noise &/or vibration		✓	
Use of VDU more or less continuously	✓		VDU use for clinical and administrative activities
Unpleasant substances / non household waste		✓	
Infectious Material / Foul linen		✓	
Body fluids, faeces, vomit	✓		There may be circumstances where there is exposure to some bodily fluids, but this would be occasional.
Dust / Dirt		✓	

Humidity		✓	
Contaminated equipment or work areas		✓	
Driving / being driven in Normal situations	✓		Required to work across hospital sites
Driving / being driven in Emergency situations		✓	
Fleas or Lice		✓	
Exposure to dangerous chemicals / substances in / not in containers		✓	
Exposure to Aggressive Verbal behaviour		✓	
Exposure to Aggressive Physical behaviour		✓	

