

PERSON SPECIFICATION (& SHORTLISTING FORM)

Job Title: Trainee Cardiac Physiologist (Band 5)

Name of Applicant: _____

WEIGHTING

Criteria in each section are ranked in order of importance 3 – 1, with 3 being the most important

SHORTLISTING CRITERIA – using Application Form and accompanying information





Each candidate will be scored against the person specification as follows:

3 points = fully meets or exceeds the criteria

2 points = significantly meets criteria, although falls short on minor aspects

1 point = partially meets criteria, but falls short on key aspects

0 point = does not meet criteria

CATEGORY	CRITERIA	Weight (must be Completed)	HOW ASSESSED (must be completed)
Values:-  Collaborate  Aspire  Respect  Enable	Communicates openly, honestly and professionally, and actively promotes team working and building strong working relationships	3	All values must be assessed at the interview/ assessment stage using various methods e.g. open questions and scenarios
	Patients are always first. Drives service improvements. Strong self-awareness with a desire to grow.	3	
	Treats all with compassion and kindness. Ensures everyone feels valued.	3	
	Consults others and listens to their views/opinions. Enables others to take the initiative	3	

OUTSTANDING CARE

HEALTHY COMMUNITIES

AND A GREAT PLACE TO WORK

EDUCATION, QUALIFICATIONS & TRAINING eg Education, professional qualifications	BSc in Clinical Physiology or equivalent	3	Application form / interview
	A commitment to undertake academic and professional training and examinations	3	
EXPERIENCE eg Breadth of occupational experience	Experience of working with the general public.	1	Application
	Working with equipment.	1	

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CATEGORY	CRITERIA	Weight	HOW ASSESSED
SKILLS, ABILITIES & KNOWLEDGE eg Communication skills, excellent organisation skills, keyboard skills, high motivation, Special knowledge requirements e.g. NMC Code of Conduct, regulations etc.	IT: Must have good IT skills	3	Application / Interview
	Physical: Good manual dexterity, coordination and sensory skills for patient investigation. Fit and in good health, of smart appearance.	3	
	Mental: Self-motivated and conscientious in approach. Good organisational skills. Reliable and punctual. Good team working but also personal initiative.	3	
	Emotional: Confident and mature attitude, able to work under pressure and cope with occasionally distressing circumstances in the clinical area, eg, investigates and liaises with patients/relatives in life threatening conditions in high pressure environments and able to cope with patient fatality during investigation and treatment.	3	
	Communication: Good communication skills both written and verbal. Able to relate and communicate with staff at all levels and from different professions. Able to relate and communicate with patients who may be mentally/physically disabled. Understanding of hazards posed by: Blood products and	3	

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	body fluids of which there is daily contact	3	
	Understanding of needlestick and sharps related injuries Infectious patients and cross contamination	3	
	Hazardous agents used within technical cardiology.	3	
	Contact with aggressive patients.		
SPECIAL CIRCUMSTANCES eg Ability to travel to other sites. Ability to work internal rotation	Must be able to work flexibly when the service requires this. Occasional requirement to move heavy equipment using safe manual handling technique. Often required to manipulate patients.	3 3	Interview

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