

## PERSON SPECIFICATION

### Abbreviations for when assessed:

Scr: Screening prior to short-listing/ SL: Short-listing from application form/ AAC: Advisory Appointments Committee/ Ref: References/Pres: Presentation to AAC panel

As an Equal Opportunities employer, the Trust welcomes applications from candidates with lived experience of mental health issues.

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• MB BS or equivalent medical qualification.</li> <li>• Registration with the General Medical Council and on the Specialist Register OR within six months</li> <li>• Meets Royal College of Psychiatrists criteria for appointment to the post of Consultant.</li> <li>• Section 12 Approval and Approved Clinician Status.</li> </ul>	<p>Scr</p> <p>Scr</p> <p>Scr</p> <p>Scr</p>	<ul style="list-style-type: none"> <li>• Qualification or higher degree in medical education, clinical research or management.</li> <li>• MRCPsych</li> <li>• On the Specialist Register with qualifications General Adult/ Any Mental Health speciality.</li> <li>• Postgraduate degree in psychiatry MRC Psych or equivalent.</li> <li>• Additional clinical qualifications.</li> </ul>	<p>SL</p> <p>Scr</p> <p>SL</p> <p>SL</p> <p>SL</p>

	<b>ESSENTIAL</b>	<b>WHEN ASSESSED</b>	<b>DESIRABLE</b>	<b>WHEN ASSESSED</b>
<b>ELIGIBILITY</b>	<ul style="list-style-type: none"> <li>Fully registered with the GMC with a licence to practice at the time of appointment.</li> </ul>	Scr	<ul style="list-style-type: none"> <li>In good standing with GMC with respect to warning and conditions on practice.</li> </ul>	Scr
<b>TRANSPORT</b>	<ul style="list-style-type: none"> <li>Holds and will use valid UK driving licence OR provides evidence of proposed alternative.</li> </ul>	Scr		
<b>CLINICAL SKILLS, KNOWLEDGE &amp; EXPERIENCE</b>	<ul style="list-style-type: none"> <li>Excellent oral and written communication skills in English.</li> <li>Able to manage clinical complexity and uncertainty.</li> <li>Makes decisions based on evidence and experience including the contribution of others.</li> <li>Able to meet duties under MHA and MCA.</li> </ul>	SL, AAC, Ref SL, AAC, Ref SL, AAC, Ref SL, AAC, Ref	<ul style="list-style-type: none"> <li>Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service.</li> <li>Utilises a quality improvement approach to think systemically about complex problems, develop potential change ideas and test these in practice using a systematic QI methodology.</li> </ul>	SL, AAC  SL, AAC

	<b>ESSENTIAL</b>	<b>WHEN ASSESSED</b>	<b>DESIRABLE</b>	<b>WHEN ASSESSED</b>
<b>ACADEMIC SKILLS &amp; LIFELONG LEARNING</b>	<ul style="list-style-type: none"> <li>• Able to deliver undergraduate or postgraduate teaching and training.</li> <li>• Ability to work in and lead team.</li> <li>• Demonstrate commitment to shared leadership &amp; collaborative working to deliver improvement.</li> <li>• Participated in continuous professional development.</li> <li>• Participated in research or service evaluation.</li> <li>• Able to use and appraise clinical evidence.</li> <li>• Has actively participated in clinical audit and quality improvement programmes.</li> </ul>	<p>SL, Pres, AAC</p> <p>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC, Pres</p> <p>SL, AAC, Pres</p>	<ul style="list-style-type: none"> <li>• Able to plan and deliver undergraduate and postgraduate teaching and training relevant to this post.</li> <li>• Reflected on purpose of CPD undertaken.</li> <li>• Experienced in clinical research and / or service evaluation.</li> <li>• Evidence of achievement in education research, audit and service improvement: awards, prizes, presentations and publications.</li> <li>• Has lead clinical audits leading to service change or improved outcomes to patients.</li> </ul>	<p>SL, AAC</p> <p>SL, AAC</p> <p>SL, ACC</p> <p>SL</p> <p>SL, ACC</p>