

**SPECIALTY DOCTOR PSYCHIATRIST APPOINTMENT PERSON SPECIFICATION**

Abbreviations for when assessed: S Screening prior to shortlisting A Shortlisting from application form I Panel interview R References

	<b>ESSENTIAL</b>	<b>WHEN ASSESSED</b>	<b>DESIRABLE</b>	<b>WHEN ASSESSED</b>
<b>QUALIFICATIONS</b>	MBBS or equivalent medical qualification.	S	MRCPsych OR a specialist qualification from an EU country that complies with EU directive 2005/36/EU.	A
<b>ELIGIBILITY</b>	Fully registered with the GMC with a licence to practise at the time of appointment.	S	<p>In good standing with GMC with respect to warnings and conditions on practice.</p> <p>Approved under S12 OR able to achieve with 6 months of appointment</p>	<p>S</p> <p>S</p>
<b>TRANSPORT</b>	Holds and will use valid UK driving licence OR provides evidence of proposed alternative	S		
<b>CLINICAL SKILLS, KNOWLEDGE &amp; EXPERIENCE</b>	<p>At least 4 years postgraduate experience, including at least 2 years in core psychiatry training programme</p> <p>Good knowledge in specialty</p>	<p>A</p> <p>A I</p>	Postgraduate experience in specialty	A I

	<p>Good clinical skills using bio-psycho-social perspective and wide medical knowledge</p> <p>Good oral and written communication skills in English</p>	<p>A I</p> <p>A I R</p>		
<b>ACADEMIC SKILLS &amp; LIFELONG LEARNING</b>	<p>Participated in continuous professional development</p> <p>Able to use and appraise clinical evidence</p> <p>Has actively participated in clinical audit.</p>	<p>A I</p> <p>A I</p> <p>A I</p>	<p>Able to deliver undergraduate and postgraduate teaching and training</p> <p>Reflected on purpose of CPD undertaken</p> <p>Participated in research or service evaluation</p>	<p>A I</p> <p>A I</p> <p>A I</p>
<b>PROFESSIONAL &amp; PERSONAL QUALITIES</b>	<p>Shows empathy and sensitivity.</p> <p>Copes under pressure.</p> <p>Works co-operatively in a multi-disciplinary team.</p> <p>Evidence of annual appraisal and commitment to appraisal and revalidation.</p>	<p>I R</p> <p>I R</p> <p>I R</p> <p>A I R</p>	<p>Manages own time, workload and prioritises work</p> <p>Able to use electronic records and use IT for email, internet and office software</p>	<p>I R</p> <p>A I R</p>

<b>LEADERSHIP</b>	Reflects on own performance and behaviour, seeking and acting on feedback.	A I	Shows commitment to quality through knowledge of quality improvement and lean thinking methodology OR able to achieve within one year of appointment  Able to deputise for consultant psychiatrist.  Knowledge of structure and management of the NHS and the Trust.	A I  I  A I