

PERSON SPECIFICATION (& SHORTLISTING FORM)

Job Title: Senior Cardiac Physiologist

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	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
 Aspire	Patients are always first. Drives service improvements. Strong self-awareness with a desire to grow.	3	
 Respect	Treats all with compassion and kindness. Ensures everyone feels valued.	3	
 Enable	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	Relevant BSc or equivalent level of knowledge.	3	Application form / interview
	RCCP or ACHS registration.	2	
	BHRS/EHRA/IBHRE certification.	2	
	Intermediate Life Support certification.	3	
EXPERIENCE eg Breadth of occupational experience	Minimum of 6 months post qualification experience as basic grade Cardiac Physiologist covering a wide range of invasive and non invasive investigations.	3	Application form / interview
	To be able to identify when emergency medical intervention is required and take appropriate action	3	

OUTSTANDING CARE

HEALTHY COMMUNITIES

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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.	Broad knowledge of technical cardiology at a basic grade level including practice with a wide array of complex technical equipment.	3	Application form / interview
	Experience in applying theoretical knowledge into patient care.	3	
	Has started highly specialised training in a minimum of one discipline with the aim of achieving the level of skills and knowledge required for professional registration.	3	
	Work to an agreed occupational policy, being proactive in the development and maintenance of standards using evidence base.	3	
	Able to prioritise and manage own work and able to exercise initiative when problem solving.	3	
	Some understanding of relevant legislation, national standards, professional and local guidelines, eg, Health and Safety daily contact with body fluids and blood, COSHH, British Cardiac Society guidelines.	3	
	IT: Able to use specialised computer software and other programs such as Excel, Word etc and be able to set up documents and spreadsheet and extract information.	3	
	Independently use computer-based applications to investigate patients.	3	
	Regularly responsible for data entry onto computer-based	3	

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	<p>systems for reporting, monitoring activity and accurate record keeping.</p> <p>Physical: Use of fine tools using a high degree of manual dexterity, coordination and sensory skills for patient investigation e.g. cardiac ultrasound scans, pacemaker programming. Occasional requirement to move heavy equipment using safe manual handling technique. Often required to manipulate patients.</p> <p>Mental: Highly self-motivated conscientious in approach and pays attention to detail, able to concentrate frequently for investigation and reporting eg, performing ultrasound scans/pacemaker implantation and follow up. Able to sustain periods of intense concentration for long periods often over 4 hours in duration.</p> <p>Emotional: Able to cope with frequently distressing circumstances in the clinical area, e.g., investigates and liaises with patients/relatives in life threatening conditions in high pressure environments and cope with patient fatality during investigation and treatment.</p> <p>Communication: Able to communicate highly complex technical information across professional boundaries including where there is a difference of opinion and evidence base.</p> <p>Able to relate and communicate with staff at all levels and from different professions.</p>	<p>3</p> <p>3</p> <p>3</p> <p>3</p> <p>3</p>	
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	Able to relate and communicate with patients who may be mentally/physically disabled	3	
	Able to assist with training of junior staff including staff from other professional groups.	3	
	Frequent contact with emotionally challenging conditions with critically ill patients and able to deal with patient fatality during investigation and treatment.	3	
	Understanding of hazards posed by: Blood products and body fluids of which there is daily contact.	3	
	Needlestick and sharps related injuries Infectious patients and cross contamination Hazardous agents used within technical cardiology. Contact with aggressive patients.	3	
SPECIAL CIRCUMSTANCES eg Ability to travel to other sites. Ability to work internal rotation	Must be able to travel across sites	3	Application form / interview

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