

PERSON SPECIFICATION Consultant Ophthalmologist with a Special Interest in Medical Retina REQUIREMENTS		ESSENTIAL OR DESIRABLE	Application	Interview	Reference
Qualifications					
FRCOphth or equivalent	E	✓			
You must be on the specialist register for Ophthalmology or within 6 months of being admitted to the register for trainees, if currently in a training programme in the UK. In accordance with the regulations, all other categories of Doctors must be eligible to be on the GMC specialist register (evidence required prior to commencement) to be considered for a consultant appointment by the Advisory Appointments Committee	E	✓			
You must have completed, or be within 6 months of completing, a 12-month RCOphth recognised clinical fellowship, ASTO, or equivalent, within your area of sub-specialty interest	E	✓			
Applicants must continue to hold a Licence to Practise	E	✓			
Relevant higher degree	D	✓			
Experience and Achievements					
Must be able to demonstrate a high level of clinical experience and competence in all aspects of Ophthalmology	E	✓	✓	✓	
Must be able to operate as an independent cataract surgeon, and demonstrate adequate experience for the supervision of trainees	E	✓	✓	✓	
Ability to offer expert clinical opinions on range of problems within Ophthalmology	E	✓	✓	✓	
Wide based experience in Ophthalmology	D	✓	✓	✓	
Understanding current issues within Ophthalmology and the future direction of the specialty	E		✓		
Understanding current issues within the wider NHS	E		✓		
Attendance at a recognised management course	D	✓	✓	✓	
Shows ability to work with and lead others across professions	D	✓	✓	✓	
Ability to do ROP screening would be desirable.	D	✓	✓	✓	
Teaching and training					
Experience of and enthusiasm for clinical teaching of postgraduate doctors and non-medical staff.	E	✓	✓	✓	
Academic achievements/evidence of familiarity with research methods which have resulted in publications	D	✓	✓	✓	
Training in clinical and educational supervision	D	✓	✓	✓	
Attendance at a teaching course	D	✓	✓	✓	
Formal qualification in teaching/education	D	✓	✓	✓	
Audit and Research					
Knowledge of Audit principles and evidence of participation in and completion of audit projects and the implementation of outcomes	E	✓	✓	✓	
Critical Appraisal Skills	D	✓	✓		
Evidence of knowledge of research methodology	D	✓	✓		
Disposition-Adjustment/Attitude/Commitment					
Good communication and empathy skills with patients	E		✓	✓	
Evidence of willingness to participate in a multi-disciplinary team environment to provide an integrated service	E		✓	✓	
Ability to work as a member of a team, both through communication and sharing workload	E		✓	✓	
Ability to manage high pressure situations e.g. clinical crisis	E		✓	✓	
Ability to prioritise and organise workload and co-ordinate staff	E		✓	✓	
Ability to integrate the care of a patient by many and various other clinical staff	E		✓	✓	
Willingness to work flexibly to deliver clinically effective and cost effective healthcare	E		✓	✓	
Respect Diversity - Seeks to develop an understanding of different groups and individuals and ensures equitable and appropriate treatment for all	E		✓	✓	
Practical/Intellectual Skills/Personal Qualities					
Ability to use IT Systems – inc Word, Excel, PowerPoint Outlook	E	✓	✓	✓	
Evidence of continual learning and development	D	✓	✓	✓	
Understands self (strengths and weaknesses) and impact of behaviour on others	D	✓	✓	✓	
Evidence of innovation	E	✓	✓	✓	
Access to own transport	D	✓	✓	✓	
GENERAL					
Eligibility to work in the UK	E	✓			
Ability to work in various locations throughout the network of services provided by Doncaster and Bassetlaw Teaching NHS Foundation Trust	E	✓	✓		
For areas requiring EPP Clearance (Exposure Prone Procedures), this will also be a requirement of the health screening	E				
An enhanced DBS disclosure will be required with the Disclosure and Barring Service	E	✓			



We lead by example and
role model the **DBTH Way**
and our **We Care** values

We are



Kind



Person centred



Accountable



Inclusive



Empowering



Collaborative

We show



Attentive listening



Integrity and honesty



Courage and positivity

