

CONSULTANT IN SPECIAL CARE DENTISTRY JOB DESCRIPTION

APPOINTMENT

8PAs Part-Time Consultant in Special Care Dentistry to Sheffield Teaching Hospitals NHS Foundation Trust providing leadership to the Community Dental Service based at a number of locations across the city, including Manor and Wheata Place dental clinics and the Charles Clifford Dental Hospital.

Any candidate who is unable for personal reasons to work full-time will be eligible to be considered for the post; if such a person is appointed, modification of the job content will be discussed on a personal basis with the Trust in consultation with consultant colleagues.

SHEFFIELD

Sheffield is England's fourth-largest city, with a population of over half a million, with the wealth of facilities you would expect to find in a major city, yet it is compact, welcoming and accessible. It is a friendly city with a prosperous economy and relatively low cost of living, all of which makes for an excellent quality of life.

It has good rail and road links, with a typical train journey to London St Pancras taking 2 hours. Manchester Airport is also just over an hour away with an ever-expanding repertoire of routes to national and international destinations.

The city of Sheffield contains an abundance of entertainment and cultural activities including award-winning theatres, (the Crucible and Lyceum are world-class theatres and major regional attractions), museums and galleries, a variety of clubs and live music venues, and a range of spectator and participation sports. With a thriving cultural industries quarter and a range of city-wide events throughout the year, there is something on offer to suit everyone's taste and interests.

Sheffield also boasts two of Britain's most popular and successful Universities, which between them attract more than 38,000 students a year

Located on rolling hills and dissected by river valleys, Sheffield is one of the greenest and most wooded cities in Europe. More than a third of the city lies inside the beautiful Peak District National Park, and it is virtually surrounded by open countryside – over half the city's population live within 15 minutes of open countryside. It is also the greenest city in England, with 175 woodlands and 75 public parks. Sheffield offers a unique proposition of city culture alongside access to some of the most stunning countryside in the UK. This environment, together with the unparalleled strength of the city's climbing, running, walking and biking communities, sets Sheffield apart from anywhere else in the UK. There is also a wide range of affordable housing and excellent schools on offer.

ORGANISATION PROFILE

Sheffield Teaching Hospitals NHS Foundation Trust is one of the UK's busiest and most successful NHS foundation trusts. We provide a full range of local hospital and community services for people in Sheffield, as well as specialist care for patients from further afield, including cancer, spinal cord injuries, renal and cardiothoracic services. In addition to community health services, the Trust comprises five of Yorkshire's best known teaching hospitals.

- The Royal Hallamshire Hospital
- The Northern General Hospital
- Charles Clifford Dental Hospital
- Weston Park Cancer Hospital
- Jessop Wing Maternity Hospital

The Trust has a history of high quality care, clinical excellence and innovation in medical research. We strive to promote a culture of continuous quality improvement and encourage our staff to innovate and adopt 'best practice' in order to deliver the highest standard of care to our patients.

As we emerge from the COVID19 pandemic, this post presents an exciting opportunity to help shape our directorate's vision for the future, contribute to the development of new services, and contribute to the ongoing improvement of our existing systems and processes to ensure we are achieving our core aim of providing high quality, efficient and holistic care to the frail older people of Sheffield.

The Northern General Hospital is the home of the City's Accident and Emergency department which is also now one of three adult Major Trauma Centres for the Yorkshire and Humber region. A number of specialist medical and surgical services are also located at the Northern General Hospital including cardiac, orthopaedics, burns, plastic surgery, spinal injuries and renal to name a few.

A state-of-the-art laboratories complex provides leading edge diagnostic services. The hospital also provides a wide range of specialist surgery such as orthopaedic, spinal cord, hand and kidney transplantation.

The Royal Hallamshire Hospital has a dedicated neurosciences department including an intensive care unit for patients with head injuries, neurological conditions such as stroke and for patients that have undergone neurosurgery. It also has a gastroenterology department, a large tropical medicine and infectious diseases unit as well as a specialist haematology centre and other medical and surgical services.

Sheffield Teaching Hospitals is home to the largest dental school in the region, a maternity hospital with a specialist neonatal intensive care unit and a world-renowned cancer hospital. The Trust is also integrated with the City's adult NHS community services to support our work to provide care closer to home for patients and preventing admissions to hospital wherever possible.

We have a long tradition of clinical and scientific achievement, including the development of one of the UK's first Academic Health Sciences Networks.

Through our partnerships with the University of Sheffield, Sheffield Hallam University, other health and social care providers and industry we remain at the forefront of advancements in clinical services, teaching and research.

We have around 18,500 employees, making us the second biggest employer in the city. We aim to reflect the diversity of local communities and are proud of our new and existing partnerships with local people, patients, neighbouring NHS organisations, local authority and charitable bodies.

We strive to recruit and retain the best staff: the dedication and skill of our employees are what make our services successful, and we continue to keep the health and wellbeing of our staff as a priority.

Our vision is to be recognised as the best provider of healthcare, clinical research and education in the UK and a strong contributor to the aspiration of Sheffield to be a vibrant and healthy city. We have begun this journey with our staff, partners and patients and we will continue to explore every aspect of our business to ensure we are doing our very best to achieve our vision.

PROUD VALUES AND BEHAVIOURS

These are the values that all staff at Sheffield Teaching Hospitals NHS Foundation Trust are expected to demonstrate in all that they do.

Patients First – Ensure that the people we serve are at the heart of what we do

Respectful – Be kind, respectful, fair and value diversity

Ownership – Celebrate our successes, learn continuously and ensure we improve

Unity – Work in partnership with others

Deliver – Be efficient, effective and accountable for our actions

The Trust have developed a PROUD Behaviours framework which details specific behaviours we expect to see and do not expect to see, aligned to each of the five PROUD Values.

For further details of our services and organisational structure, including our Board of Directors, and our future plans please visit www.sth.nhs.uk/about-us.

CHARLES CLIFFORD DENTAL SERVICES DIRECTORATE

The Charles Clifford Dental Services (CCDS) directorate is part of the Head and Neck Care Group. It is primarily based at the Charles Clifford Dental Hospital although a key sub-directorate is the integrated Community Dental Service.

The CCDS is the major provider of specialist dental and oral services to the population of South Yorkshire and adjacent areas and for certain key services provides a regional/national level of provision. The directorate was awarded Academic status in 2012 and in conjunction with the University of Sheffield, The School of Clinical Dentistry provides a unique role in the ongoing training of all members of the dental care professions and the development and investment into oral and dental research.

The directorate is organised into a number of clinical service areas, each having a clinical lead.

- Community and special care dentistry
- Orthodontics
- Restorative Dentistry
- Paediatric Dentistry
- 4 O's (Oral Surgery, Oral Medicine, Oral Pathology, Oral Radiology)

COMMUNITY DENTAL SERVICES - SPECIAL CARE AND PAEDIATRIC DENTISTRY

The community based service aims to be the leading provider of care and education in special care dentistry for vulnerable groups of both adults and children, in Sheffield

Community Dental Services is a clinical directorate of the Charles Clifford Dental Hospital which is a part of the Sheffield Teaching Hospitals NHS Foundation Trust. The service comprises of Special Care Dentistry for adults together with a paediatric community service. These are two discrete services both recognised as separate dental specialties by the General Dental Council.

Services are provided from clinics located throughout the city, including special care dentistry, paediatric dentistry, outreach teaching and some salaried general dental services. Clinical facilities include surgeries in

special schools for children with severe learning difficulties and surgeries set up to provide intravenous sedation.

The service was awarded the British Dental Association's Quality in Dental Services (QIDS) accreditation in 2014.

The 2015 Care Quality Commission report rated Community Dental Services in Sheffield as "Outstanding" as an overall rating and specifically in the Responsive and Well-Led domains.

Community paediatric and special care dental services, has an annual revenue budget of approximately £2.6 million and employs approximately 70 staff.

Clinical Facilities

- 5 surgery clinic (1 paediatric and special care + 4 bay teaching unit) – Firth Park
- 10 surgery clinic – Wheata (Opened September 2021 10 surgeries including paediatric hub)
- 3 surgery clinic – Manor Clinic
- 2 x single surgery clinics (one each in Limbrick and the Talbot School)

The service operates Carestream dental systems R4 Clinical+ dental records system which operates on a wide area network at each of our fixed clinics. The system also utilises 4G to enable connectivity to R4 on domiciliary visits and for other approved remote access.

TRAINING PROGRAMMES

POSTGRADUATE TRAINING

- **Speciality Trainee in Special Care Dentistry.** The service has two speciality trainee posts supported by the Yorkshire and Humber postgraduate dental deanery and one ACF [academic clinic fellow] in Special Care Dentistry All trainees undertake the Royal College of Surgeons (England) diploma in special care dentistry and we deliver some aspects of the training programme jointly with our colleagues across Yorkshire and The Humber .
- **Speciality Trainee in Paediatric Dentistry.** The consultant in community paediatric dentistry contributes to training the specialty trainees who are based in the Department of Paediatric Dentistry at the Charles Clifford Dental Hospital. In 2014, the first community placement took place for 1 day a week over six-months. From October 2020 the deanery has approved a new joint hospital/ community StR post in paediatric dentistry with specified sessions in community practice.
- **Dental Core training post.** The service has for over 20 years had a DC1 post (previously recognised as a formal DF2/SHO post by The Faculty of Dental Surgery, Royal College of Surgeons, England.) this post is currently a DCT 2 post spending a year in community dental practice.
- **Dental Foundation Training.** The service supports two DFT (vocational training) posts.

UNDERGRADUATE TRAINING

The service offers 4 undergraduate teaching chairs daily at two sites where students see a mix of children with high levels of disease, adults from the local population and adults with special needs. Students also attend our special care clinics to deliver this part of their curriculum. We have undergraduate dental students attending most of the year in blocks of 6 weeks. Each student has three placements in either salaried or general dental practice over the second half of the 4th year/1st half of the 5th. On their third block dental students attend jointly with hygiene/therapy students.

DENTAL NURSE TRAINING

We offer placements to trainee dental nurses as part of a recognised N.V.Q. programme, in conjunction with the Dental Hospital who provides the theoretical knowledge. The service supports post certification training for dental nurses in areas of radiography, special care dentistry, oral health promotion and conscious sedation.

REGULAR CONTINUAL PROFESSIONAL EDUCATION

All new staff undertake both the Trust and a comprehensive service induction programme. All staff have annual appraisals and a personal development plan. A regular programme of staff training is organised, and staff meetings are also held for the purposes of clinical audit and team appraisal. The service has a well-established record of supporting study leave, including supporting staff who work to seek formal postgraduate qualifications.

OTHER TRAINING

Regular meetings and study sessions are held by the South Yorkshire Branch of the British Dental Association, The Yorkshire branch of the BDA CDS Group, The South Yorkshire Branch of the British Society for Paediatric Dentistry, and the Sheffield Orthodontic Study Circle.

DUTIES OF THE POST

The consultant is one of two in the specialty who will work in partnership with the Clinical Lead in leading and developing the special care dental services in Sheffield. The post- holder will have responsibility for providing specialist dental advice and treatment including provision of sedation for people with a disability and/or complex medical conditions. The consultant will be expected to liaise and collaborate with other members of health and care teams to ensure a coordinated and holistic approach to dental care is delivered for such patients.

The role will include undertaking outpatient clinics for special care patients at the Charles Clifford Dental Hospital, Sheffield and the leadership of the general anaesthetic service for adult special care patients. The consultant will participate in our specialist training program in the specialty in partnership with the postgraduate deanery, and also will participate in the DCT 2, and dental undergraduate training programs.

KEY RESPONSIBILITIES

- Participation in the planning, development, delivery and monitoring of a comprehensive and holistic special care dental service for people with complex needs and/or disability in Sheffield in partnership with the Clinical Lead for the Community Dental Service and Clinical Director for CCDS.
- Clinical lead for specified aspects of special care dentistry for adults in Sheffield (community and hospital based services).
- Delivery of specialist care for residents of Sheffield and surrounding areas.
- Planning and supervising GA and sedation services for people with complex needs and/or disability.
- Provision of holistic specialist dental care to the full range of patients with complex needs and/or disabilities in both hospital and primary care settings including dental clinics, mobile clinics and domiciliary settings. The completion of associated clinical records and statistical returns.
- On call arrangements. Patients from the general anaesthetic list may remain in hospital outside standard working hours. The consultant (directly or through a delegated senior dentist accredited for the GA list) will be responsible for cover for dental problems in such circumstances. 1st on line call will

be the DCT (Oral and maxillofacial surgery), and in the case of medical problems the established oral and maxillofacial escalation policy will apply.

- Provision of preventive care and advice to individual patients and their carers. Occasionally this may also include the provision of oral health promotion services to groups of such patients, or their carers or care staff.
- Provision of a consultant advice and back up service to salaried, hospital and general dental practitioners to facilitate those practitioners caring for their own patients with complex medical problems and disabilities, including where appropriate provision of care on a shared care basis.
- Delegation of care of patients to other dentists and professionals complementary to dentistry within the community and hospital dental services where appropriate.
- Provide consultant support for, and delegation of referrals to both Specialists in special care dentistry employed within the Community Dental Service, and any Dentists with a Special Interest in special care dentistry who may be accredited within the local area.
- Provision of advice and emergency care across the range of specialised clinical areas to cover absent senior colleagues.
- Provide cover as required for consultant and specialist colleagues in the Community Dental Service.
- Involvement in the local managed clinical network in special care dentistry.
- Responsibility for the working arrangements and standards at the clinic(s) from which clinical services are provided.
- Daily maintenance and care of equipment, and monitoring and requisition of stocks within clinics.
- Participation in dental audit, clinical governance, and trust and service training events organized for all staff, including the trust's mandatory training program.
- Compliance with General Dental Council requirements for revalidation and professional development to maintain specialist status, including maintenance of a record of your own Continuing Professional Education and Development.
- Maintenance of an NHS performer number to enable provision of dental services under a primary dental care contract.
- Actively promoting and developing the discipline of special care dentistry to include the training of under and postgraduate students and professionals complementary to dentistry.
- Participation in our formal training program in special care dentistry that will enable future trainees to acquire a CCST in line with GDC and SAC requirements, including the educational and professional supervision and line management of specialist registrars.
- Clinical teaching and supervision of postgraduate students in training grades including F1 vocational trainees, F2 vocational trainees/senior house officers and specialist registrars.
- Clinical teaching and supervision of undergraduate dental students, assessment of their performance and completion of associated evaluation reports. Regular liaison with dental school staff to ensure consistency of teaching and assessment.

- Teaching duties of undergraduate students will take place in primary care settings, in the School of Clinical Dentistry, and on external courses.
- Membership of the senior management team of the Community Dental Service.
- Line management of designated community dentists including their annual appraisal and personal development plans.
- Professional supervision and management of junior dental staff within Charles Clifford Dental Hospital.
- In conjunction with dental nursing staff, supervision and training of trainee dental nurses and work placement students.
- Provide advice to NHS England regarding the establishment of posts in special care dentistry including specialist, DwSI and training posts.
- Liaison with hospital and general dental service colleagues, and other health and social services staff, in order to co-ordinate the patient services provided by the special care dental services with those of other dental and general health services.
- Represent our services at meetings within and outwith the trusts related to the care of special needs clients.
- Contribute to the development of the knowledge and evidence base for delivering effective clinical care in special care dentistry, including participation in development of a research portfolio in conjunction with Academic Directorate and School of Clinical Dentistry.
- These duties may require attendance at any of the Trust's dental clinics, mobile surgeries and other establishments and at Sheffield Teaching Hospitals NHS Trust premises for the purposes of service provision, in service training, staff meetings and maintenance of services during periods of staff absence.
- To undertake other duties within the general scope of the post and are appropriate to the grading as maybe required from time to time.

The successful candidate will work according to the terms and conditions of the community dentistry contract.

Duties are set out below in the indicative timetable. They will be open to some adjustment in consultation with the clinical lead and colleagues and the employing Trust, but initially will be as follows:-

DAY	SESSIONS AM 08:30-12:30 PM 13.30-17:30	DUTY	PAs	
			DCC	SPA
Monday	AM PM	SPA CCDH Medically Compromised Clinic	1	1
Tuesday	AM PM	Manor Special Care Clinic/Wheata IV Clinic Wheata IV Clinic (weeks 2 & 4) Manor special care clinic (weeks 1, 3 & 5)	1 0.5 0.5	
Thursday	AM PM	CCDH Medically Compromised Clinic (weeks 2, 3,4) CDS Service Development/Management (week 1 and 5) Patient admin (weeks 1 - 5)	1 0.5	0.5

Friday	AM	Manor Special Care Clinic [weeks 2,3 &4] RHH GA List (weeks 1 & 5)	1 2	
	PM	Manor Special Care Clinic (weeks 2, 3 & 4) RHH GA List (weeks 1&5)	1	
TOTAL			6.5	1.5

KNOWLEDGE AND SKILLS

For a complete list of knowledge and skills please refer to the person specification. The following key skills are required in order to be eligible for this post:

- Be registered with the General dental Council as a Specialist in Special Care Dentistry.
- Experience in at least one sub-speciality area of Special Care Dentistry.
- Experience of delivery of dental care using intravenous and inhalation sedation.
- Experience of development of education programmes, and provision of teaching for both postgraduate and undergraduate dental students.
- Experience of communication with consultants and senior clinicians across a broad range of medical specialities concerning the care of patients with complex needs.

The successful candidate will work according to the terms and conditions of the national consultant contract.

An annual review of duties will take place with the Clinical Lead as part of the Job Plan process.

The person appointed will be required to cover for colleagues during periods of absence. He/she will have continuing responsibility for patients in his/her care and the proper functioning of the Department.

The appointee will be expected to take an active part in Undergraduate and Postgraduate teaching and training and in this respect, as long as you remain a Consultant within the Trust, you will be regarded as an Honorary Senior Clinical Lecturer in the University of Sheffield, subject to the regulations of the University.

There is office accommodation, access to a PC and secretarial support for this post.

MANAGEMENT ARRANGEMENTS

Clinical Directors are appointed by the Chief Executive for a three year period, subject to annual review. Clinical Leads are appointed by the Clinical Director for an initial three year period, subject to annual review.

Dr Halla Zaitoun is Clinical Director for the Charles Clifford Dental Services, supported by Clinical Leads for each of the sub-specialty teams. The Clinical Lead for Community and Special Care Dentistry is Mrs Carry Anderson.

STAFFING

Senior staff include:

Carry Anderson	Clinical Lead and Specialist in Special Care Dentistry
Thea Dickens	Specialist in Special Care Dentistry
Vacant Post	Consultant in Special Care Dentistry
Jenny Harris	Consultant in Community Paediatric Dentistry
Lauren Firth	Consultant in Special Care Dentistry
Jo Adlington	Specialist in Special Care Dentistry (clinical governance lead)

Anne Wallace	Specialist in Community Paediatric Dentistry
Darshna Nandha	Senior Community Dentist
Alex Shaw	Senior Community Dentist
Emily Moul	Senior Community Dentist
Rebecca Smithson	Senior Community Dentist
Amy Marshall	Senior Community Dentist
James Bird	Senior Community Dentist
Joanne Charlesworth	Oral Health Promotion Manager
Annette Nuttall	Community dental clinical operations manager
Sally Pashley	Senior Dental Nurse (Dental Nurse Tutor)
Andrea Ford	Senior Dental Nurse
Clair Jenkinson	Senior Dental Nurse (special care)
Samantha Walker	Senior Dental Nurse/Clinical IT System Support

Current trainee staffing will be shared with the new consultant.

THE MAIN CONDITIONS OF SERVICE

The appointment will be in accordance with the Terms and Conditions of Service for Consultants - England (2003) as amended from time to time. The arrangement of duties will be such as may be agreed from time to time between the employing Trust and the person appointed. Whether the successful candidate chooses to accept a whole-time or part-time contract, it is agreed that any private practice undertaken, whether limited or not by the Terms and Conditions of Service, will in no way diminish the level of service that may be expected from him/her in carrying out the duties specified above (Schedule 9 Terms and Conditions of Service).

This Trust supports the concept of Continuing Medical Education and in line with Clinical Governance Senior Clinicians are expected to participate in continuing professional development (CPD) in line with the requirements of revalidation. The Trust, through the Medical Director's office, has systems in place to support clinicians through appraisal and revalidation.

All staff are required to abide by all Trust Policies and Procedures, details of which can be accessed via the Trust Intranet and are required to comply with Mandatory Training requirements. In particular, medical staff should be aware of, and comply with, infection control and safeguarding requirements.

HEALTH CLEARANCE & MEDICAL EXAMINATION

This appointment is subject to medical fitness and the appointee may be required to undergo a medical examination and chest X-ray.

Potential applicants should be aware of the Department of Health and GMC/GDC requirements with regard to HIV/AIDS, Tuberculosis, Hepatitis B and Hepatitis C viruses.

The successful candidate must be immune to Hepatitis 'B' and Tuberculosis. They will be required to provide, in advance of appointment, evidence of immunity or have a local blood test (as deemed appropriate by the Occupational Health Department).

DBS CLEARANCE

This appointment is subject to an enhanced Disclosure & Barring Service (DBS) clearance. Please note that all charges associated with this check will be passed on to the applicant.

Residences and Removal Expenses

The successful candidate will be required to maintain his/her place of residence in contact with public telephone services and within a distance of 30 minutes or not more than 10 miles by road from the principal place of work unless prior specific approval to a greater distance is given by the Trust.

Removal expenses on appointment will be paid in accordance with the Sheffield Teaching Hospitals NHS Foundation Trust Terms and Conditions of Service. These documents can be seen at the offices of the Medical Personnel Department. It should be noted that it is not Trust policy to reimburse interest payment on bridging loans.

VISITS

If candidates wish to visit the hospital(s) concerned, they are at liberty to make arrangements direct with:

Mrs Carry Anderson
Clinical Lead
Community and Special Care Dentistry
Firth Park Clinic
Sheffield S5 6NU
Telephone: (0114) 307 8571

Dr Halla Zaitoun
Clinical Director
Charles Clifford Dental Hospital
Sheffield S10 2SZ
Tel: (0114) 271 7804

Ms U Cunningham
Nurse Director
Head & Neck Care Group
Royal Hallamshire Hospital
Sheffield S10
Telephone: (0114) 271 3451

Ms Lisa Walton
Operations Director
Head & Neck Care Group
6 Claremont Crescent
Sheffield
S10 2TB
Tel: (0114) 271 2261

PERSON SPECIFICATION STH-24-106

Post: Consultant in Special Care Dentistry
Directorate: Charles Clifford Dental Services
Drawn up by: Carry Anderson
Date: April 2024

Theme	Essential	How assessed	Desirable	How assessed
Qualifications	<p>Registered with the General Dental Council as a Specialist in Special Care Dentistry.</p> <p>Name on the specialist register for relevant specialty or eligible within 6 months of the date of the interview.</p> <p>If an applicant is UK trained, they must also be a holder of a Certificate of Completion of Training (CCT) or be within six months of award of CCT by date of interview.</p> <p>Postgraduate qualification in a field appropriate to the role. (examples may include MFDS; MJDF; Master in Special Care Dentistry (RCS Edinburgh); Diploma in Special Care Dentistry (RCS England); Higher degree in dental sedation).</p> <p>Have an NHS primary dental care provider number or be eligible to obtain one.</p>	Application form	MD or PhD or equivalent	Application form
Clinical Experience	<p>Experience of providing dental care for patients with complex co-morbidities including those people with additional needs, a learning disability and/or mental health problems; and the frail older people.</p> <p>Experience of providing dental care using intravenous and inhalation sedation.</p> <p>Experience of provision of dental care in a hospital setting,</p>	Application form/ Interview	<p>Experience in provision of Special Care Dentistry in the NHS equivalent to that expected of a person who has two years' experience following completion of specialist training.</p> <p>Experience in using alternative therapies eg hypnosis, acupuncture in dentistry</p>	Application form /interview

	<p>including the provision of care under general anaesthesia.</p> <p>Experience in managing the interface between primary and secondary specialist care.</p> <p>Experience in leadership and management including governance of clinical care related to Special Care Dentistry.</p> <p>Understands the functions of the Salaried Primary Dental Care Service.</p>			
Research	Ability to critically assess published research and incorporate it into clinical practice where appropriate	Application form	Publications in Peer reviewed journals.	Application form
			Ideas for future research whilst in post	Interview
Teaching and Training	<p>Experience of development of education programmes in Special Care Dentistry.</p> <p>Experience of clinical teaching of undergraduate and postgraduate dental students.</p>	Application form/ interview	<p>To have the ability and willingness to teach at all levels and to all groups of staff.</p> <p>Formal teaching qualification, eg Cert Ed</p>	Interview
Continuous Professional Development	<p>An understanding of the requirements necessary to achieve a CCST in the specialty of Special Care Dentistry.</p> <p>Evidence of participation in CME/CPD in the last 12 months. Maintenance of a CPD diary or portfolio.</p>	Application form/ Interview		
Management and Administration	Evidence of ability to work with management and previous experience of management groups.	Interview/ Application form	<p>Experience in line managing salaried dentists.</p> <p>Awareness of current issues in NHS.</p>	Interview
Clinical governance and audit	<p>Committed to and understands the principles of clinical governance.</p> <p>Active involvement in a clinical governance programme.</p>	Interview	Experience in carrying out appraisals.	Interview
	Experience in performing clinical audit.	Application form/ Interview		

Personal Attributes	<p>Ability to communicate orally with confidence with patients and their families, peers and members of the dental team, and other health and social care professionals including those acting in a caring capacity.</p> <p>Experience of communication with consultants and senior clinicians across a broad range of medical specialties concerning the care of patients with complex needs Ability to interact and work constructively with consultant and specialist colleagues and dental team members in both primary and secondary care settings.</p> <p>Ability to work on own initiative and manage themselves and others.</p> <p>Good presentation skills.</p> <p>Ability to lead and work as part of a health care team.</p> <p>Empathy with patients requiring Special Care Dentistry.</p> <p>Experience of delegating work to and supervising staff.</p> <p>Can work flexible hours when necessary.</p> <p>Independently mobile as the post requires traveling throughout the city of Sheffield on a regular basis.</p> <p>Motivated to work with clients with additional needs.</p>	Application form/ Interview		
	Demonstrates behaviour consistent with PROUD values (see appendix)	Application form/interview		
	Ensures value for money is considered in all that they do	Interview		
	Good time management skills	Interview		
	Good oral and written communication skills	Application form/ Interview		

Appendix

PROUD Values

These are the values that all staff at Sheffield Teaching Hospitals NHS Foundation Trust are expected to demonstrate in all that they do.

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