

**ROYAL DEVON UNIVERSITY HEALTHCARE NHS FOUNDATION TRUST
PERSON SPECIFICATION**

POST: ENT
GRADE: Trust Doctor – Equivalent to ST3+

Entry Criteria	Essential	Desirable	Assess by
Qualifications	MBBS or equivalent medical qualification		A
Experience	<p>Shall have completed at least four years' full-time post-graduate training (or equivalent gained on a part-time or flexible basis) at least 2 of which will be in a specialty training programme in a relevant speciality or as a fixed term speciality trainee in a relevant speciality.</p> <p>Or</p> <p>Shall have equivalent experience and competencies</p>		A
Eligibility	<p>Eligible for full registration with the GMC at time of appointment.</p> <p>Evidence of achievement of Foundation competencies by time of appointment in line with GMC standards in <i>Good Medical Practice</i> including:</p> <ul style="list-style-type: none"> • good clinical care • maintaining good medical practice • good relationships and communication with patients • good working relationships with colleagues • good teaching and training • professional behaviour and probity • delivery of good acute clinical care <p>ST3 or equivalent competencies. MRCS or equivalent.</p> <p>Eligibility to work in the UK.</p>	FRCS (Part 2) or equivalent	A, HS
Fitness To Practise	<p>Applicant's knowledge is up to date and fit to practise safely.</p> <p>Evidenced by: a record of the GMC number and a declaration of no conditions on the license to practice or referrals to the GMC</p>		A, R, HS

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Language Skills	<p>All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues, which could be demonstrated by one of the following:</p> <ul style="list-style-type: none"> • applicants have undertaken undergraduate medical training in English • applicants have scores in the academic International English Language Testing System (IELTS) or equivalent equal to those required for recruitment to MMC specialty training programmes. <p>If applicants believe that they have adequate communication skills but do not fit into one of the examples they need to provide evidence.</p>		A
Health	Meets professional health requirements (in line with GMC standards in Good Medical Practice)		A, P, HS
Application Completion	ALL sections of application form FULLY completed		A
Clinical skills	<p>Acute care safe: up-to-date ALS. Hospital at night team working / experience. Out of hours experience relevant to the job.</p> <p>Relevant specialty clinical knowledge: capacity to apply sound clinical knowledge relevant to the job, specialty knowledge exam.</p> <p>Clinical judgement: experience in making clinical decisions and managing risk. Knows when to seek help, able to prioritise clinical need.</p> <p>Practical skills: shows aptitude for practical skills, required in the job.</p> <p>Proven ability to work effectively in different clinical settings required in the job.</p>	<i>Specialty knowledge exam</i>	A, P, C, I, R
Specialty specific skills related to the post	A year ST or CT1/2 level experience in ENT		A,I,P

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<p>Commitment to clinical governance / improving quality of patient care</p>	<p>Clinical governance: Capacity to be alert to dangers or problems. Demonstrates awareness of good decision making. Aware of own limitations. Track record of engaging in clinical governance: reporting errors, learning from errors.</p> <p>Audit: evidence of active participation in audit.</p> <p>Teaching: evidence of interest and experience in teaching where required in the job (see notes).</p>	<p>Research Skills: <i>demonstrates understanding of the principles of research, evidence of relevant academic and research achievements (see notes).</i></p> <p>Teaching: <i>evidence of experience in teaching where required in the job.</i></p>	<p>A, I</p>
<p>Communication skills</p>	<p>Effective communication skills: demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation.</p> <p>Empathy and sensitivity: capacity to listen and take in others' perspectives.</p> <p>Works in partnership with patients: always considers patients preferences when discussing treatment options.</p> <p>Always considers the full impact of clinical decisions on the patients, Practice shared decision making.</p> <p>Directs and supports patients to access the information they need to support decision making.</p>	<p><i>360° feedback</i></p> <p><i>Patient survey feedback and reflections (see notes)</i></p>	<p>A, I, P</p>
<p>Personal skills</p>	<p>Team working: demonstrated experience working in a team, values the input of other professionals in the team.</p> <p>Managing others & team involvement: capacity to work co-operatively with others and demonstrate leadership when appropriate. Capacity to work effectively in multi-professional teams.</p>	<p>Leadership skills: <i>experience in leadership</i></p> <p><i>Demonstrates skills needed for effective delegation within the</i></p>	<p>A, I, R</p>

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	<p>Coping with pressure: capacity to operate under pressure. Demonstrates initiative and resilience to cope with setbacks & adapt to rapidly changing circumstances.</p> <p>Problem solving & decision making: capacity to use logical/lateral thinking to solve problems & make decisions.</p> <p>Organisation & planning: capacity to organise oneself and prioritise own work. Demonstrates punctuality, preparation and self-discipline. Understands importance of information technology.</p> <p>Flexible approach to work: able to adapt and work with employers to deliver improved patient care.</p> <p>Equality and diversity: promotes equality and values diversity</p> <p>Driver with a valid license (see notes)</p>	<p><i>team: 360° feedback</i></p>	
Probity	<p>Professional integrity and respect for others: capacity to take responsibility for own actions and demonstrate a non-judgmental approach towards others. Displays honesty, integrity, awareness of confidentiality and ethical issues.</p>		A, I, R
Commitment to ongoing professional development	<p>Learning and personal development: demonstrates interest in the specialty required for the job. Demonstrates a commitment to maintaining professional skills and knowledge relevant to the job (see notes).</p> <p>Demonstrates a willingness to fully engage in appraisal. Self-awareness and ability to accept and learn from feedback.</p>	<p><i>Extracurricular activities / achievements relevant to the job</i></p> <p><i>Specialty exams (see notes)</i></p>	A, I, P

Key:

A = application form

HS = pre employment check and health screening

I = interview

P = portfolio

C = other documented evidence e.g. certificate, exam

R = references

Italics = recommended but not essential