

**2007 PERSON SPECIFICATION**  
**APPLICATION TO ENTER SPECIALTY TRAINING at ST3: DERMATOLOGY**

| <b>ENTRY CRITERIA</b>      |  |                  |   |
|----------------------------|--|------------------|---|
|                            | <b>ESSENTIAL</b>   | <b>DESIRABLE</b> | <b>WHEN EVALUATED<sup>1</sup></b>   |
| <b>QUALIFICATIONS</b>      | <ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> <li>• MRCP (UK) or equivalent</li> </ul>  |                  | Application form  |
| <b>ELIGIBILITY</b>         | <ul style="list-style-type: none"> <li>• Eligible for full or limited registration with the GMC at time of appointment</li> <li>• Evidence of achievement of Foundation competencies by time of appointment in line with GMC standards/Good Medical Practice including: <ul style="list-style-type: none"> <li>• Good clinical care</li> <li>• Maintaining good medical practice</li> <li>• Good relationships and communication with patients</li> <li>• Good working relationships with colleagues</li> <li>• Good teaching and training</li> <li>• Professional behaviour and probity</li> <li>• Delivery of good acute clinical care</li> </ul> </li> <li>• Evidence of achievement of ST1 competencies in medicine at time of appointment &amp; ST2 competencies in medicine by August 2007</li> <li>• Eligibility to work in the UK</li> </ul> |                  | Application form<br><br>Application form<br>Interview / Selection centre <sup>2</sup><br><br><br><br><br><br><br><br><br><br>Application form<br>Interview / Selection centre<br><br><br>Application form |
| <b>FITNESS TO PRACTISE</b> | <ul style="list-style-type: none"> <li>• Is up to date and fit to practise safely</li> </ul>   |                  | Application form<br>References  |

<sup>1</sup> 'when evaluated' is indicative, but may be carried out at any time throughout the selection process

<sup>2</sup> A selection centre is a process not a place. It involves a number of selection activities that may be delivered within the Unit of Application.

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| <b>LANGUAGE SKILLS</b>        | <ul style="list-style-type: none"> <li>• 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: <ul style="list-style-type: none"> <li>• a) that applicants have undertaken undergraduate medical training in English; or</li> <li>• b) have the following scores in the academic International English Language Testing System (IELTS) – Overall 7, Speaking 7, Listening 6, Reading 6, Writing 6.</li> </ul> </li> <li>• However, if applicants believe that they have adequate communication skills but do not fit into one of the examples they need to provide evidence</li> </ul> |  | Application form<br>Interview / Selection centre    |
| <b>HEALTH</b>                 | <ul style="list-style-type: none"> <li>• Meets professional health requirements (in line with GMC standards/Good Medical Practice)</li> </ul>  |  | Application form<br>Pre-employment health screening |
| <b>CAREER PROGRESSION</b>     | <ul style="list-style-type: none"> <li>• Ability to provide complete details of employment history</li> <li>• At least 24 months' experience<sup>3</sup> (at SHO level) in medicine (not including Foundation modules) by August 2007</li> </ul>   |  | Application form                                    |
| <b>APPLICATION COMPLETION</b> | <ul style="list-style-type: none"> <li>• <b>ALL</b> sections of application form <b>FULLY</b> completed according to written guidelines</li> </ul>   |  | Application form                                    |

| <b>SELECTION CRITERIA</b>         |   |   |  |
|-----------------------------------|---|---|--|
| <b>CLINICAL SKILLS</b>            | <ul style="list-style-type: none"> <li>• <b>Clinical Knowledge &amp; Expertise:</b> Appropriate knowledge base and ability to apply sound clinical judgement to problems</li> </ul>   | <ul style="list-style-type: none"> <li>• <b>Personal Attributes:</b> Shows aptitude for practical skills, e.g. manual dexterity, hand-eye coordination</li> </ul>   | Application form<br>Interview / Selection centre<br>References |
| <b>ACADEMIC / RESEARCH SKILLS</b> | <ul style="list-style-type: none"> <li>• <b>Research Skills:</b> Demonstrates understanding of the importance of audit &amp; research</li> <li>• <b>Teaching:</b> Evidence of teaching experience</li> <li>• Evidence of active participation in audit</li> </ul> | <ul style="list-style-type: none"> <li>• Evidence of relevant academic &amp; research achievements , e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements</li> </ul> | Application form<br>Interview / Selection centre               |

<sup>3</sup> Any time periods specified in this person specification refer to full time equivalent

|                                |  |   |  |
|--------------------------------|--|---|--|
| <b>PERSONAL SKILLS</b>         | <ul style="list-style-type: none"> <li>• <b>Communication Skills:</b><br/>Demonstrates clarity in written/spoken communication &amp; capacity to adapt language as appropriate to the situation. Able to build rapport, listen, persuade &amp; negotiate</li> <li>• <b>Problem Solving &amp; Decision Making:</b> Capacity to use logical/lateral thinking to solve problems/make decisions</li> <li>• <b>Managing Others &amp; Team Involvement:</b> Capacity to work effectively with others. Able to work in multi-professional teams &amp; supervise junior medical staff</li> <li>• <b>Empathy &amp; Sensitivity:</b> Capacity to take in others' perspectives and treat others with understanding; sees patients as people</li> <li>• <b>Organisation &amp; Planning:</b> Capacity to manage/prioritise time and information effectively. Capacity to prioritise own workload &amp; organise ward rounds. Basic IT skills</li> <li>• <b>Vigilance &amp; Situational Awareness:</b> Capacity to monitor developing situations and anticipate issues</li> <li>• <b>Coping with Pressure:</b> Capacity to operate under pressure. Demonstrates initiative &amp; resilience to cope with changing circumstances</li> </ul> |   | Application form<br>Interview / Selection centre<br>References |
| <b>PROBITY</b>                 | <ul style="list-style-type: none"> <li>• <b>Professional Integrity:</b><br/>Capacity to take responsibility for own actions. Demonstrates respect for all</li> </ul>   |   | Application form<br>Interview / Selection centre<br>References |
| <b>COMMITMENT TO SPECIALTY</b> | <ul style="list-style-type: none"> <li>• <b>Learning &amp; Personal Development:</b> Demonstrable interest in and understanding of dermatology. Commitment to personal and professional development</li> </ul>   | <ul style="list-style-type: none"> <li>• Extracurricular activities / achievements relevant to dermatology</li> </ul> | Application form<br>Interview / Selection centre<br>References |