 QUALIFICATIONS MBBS or equivalent medical qualification MRCS or equivalent FRCS(Orth) or FRCS(SN) 	Application form
ELIGIBILITY	
• Eligible for full registration with the GMC at time of appointment and hold a current license to practice.	Application form
 Completion of a UK or overseas CCT, residency or equivalent in Orthopaedic or Neurosurgery 	Application form
• Eligibility to work in the UK	Application form
 Not previously relinquished, released or removed from a training programme in this specialty except under exceptional circumstances 	Application form
	Application form
• Up to date and fit to practice safely	Application form References

EALTH	
 Meets professional health requirements (in line with GMC standards/Good Medical Practice) 	Application form Pre-employment health screening
ANGUAGE SKILLS	
 All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues demonstrated by one of the following: that applicants have undertaken undergraduate Medical training in English; or have achieved the following scores in the academic International English Language Testing System (IELTS) in a single sitting within 24 months at time of application – Overall, Speaking, Listening, Reading, Writing. If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence 	Application form/ Interview
AREER PROGRESSION	
 Ability to provide a complete employment history Evidence that career progression is consistent with personal circumstances Evidence that present achievement and performance is commensurate with totality of period of training Not previously released or removed from a UK T&O or Neurosurgery Specialty training program Not previously resigned or relinquished a National Training Number for T&O or Neurosurgery specialty training except under extraordinary circumstances irrespective of the length of time in the training 	

SELECTION CRITERIA

	ESSENTIAL	DESIRABLE	WHEN EVALUATED
CAREER PROGESSION	As above		Application form Interview / Selection centre References
COURSES		 Able to provide evidence of satisfactory completion of the following courses at time of interview: Completion of courses relevant to continuous professional development in spinal surgery 	Application form Interview / Selection centre Portfolio
CLINICAL SKILLS	 Technical Knowledge & Clinical Expertise: Capacity to apply sound clinical knowledge & judgment & prioritise clinical need Demonstrates appropriate technical and clinical competence and evidence of the development of diagnostic skills and clinical judgment Validated logbook documentation of spinal surgery exposure to date Exposure to spinal surgery as a discipline at StR 	Personal Attributes: • Shows aptitude for practical skills, e.g. hand-eye co- ordination, dexterity, visuo- spatial awareness	Application form Structured interview OSCE of Trauma scenarios Portfolio Structured References

	or equivalent level for 6 months or more within a CCT, Residency or equivalent program		
RESEARCH SKILLS	 Research Skills: Demonstrates understanding of the basic principles of audit, clinical risk management & evidence-based practice Understanding of basic research principles, methodology & ethics, with potential to contribute to research Evidence of active participation in audit Teaching: Evidence of contributing to teaching & learning of others 	 Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, grants, publication of relevant spinal study in peer review journals, presentations at regional or national level, other achievements Evidence of participation in risk management IT Skills Demonstrates information technology skills 	Application form Interview

PERSONAL SKILLS	Judgement Under Pressure:	Demonstrates	Application form
	 Capacity to operate effectively under pressure & remain objective In highly emotive/pressuris ed situation Awareness of own limitations & when to ask for hale 	 Drive Approachability Appropriate Confidence Appropriate Assertiveness 	Interview References
	help Communication Skills:		
	 Capacity to communicate effectively & sensitively with others 		
	 Able to discuss treatment options with patients in a way they can understand 		
	Problem Solving:		
	 Capacity to think beyond the obvious, with analytical and flexible mind 		
	 Capacity to bring a range of approaches to problem solving 		
	Situation Awareness:		
	 Capacity to monitor and anticipate situations that may change rapidly 		

Decision Making:

 Demonstrates effective judgment and decision-making skills

Leadership & Team Involvement:

- Capacity to work effectively in a Multi-Disciplinary Team
- Demonstrate leadership when appropriate
- Capacity to establish good working relations with others

Organisation & Planning:

- Capacity to manage time and prioritise workload, balance urgent & important demands, follow instructions
- Understands importance & impact of information systems

PROBITY	 Professional Integrity: Takes responsibility for own actions Demonstrates respect for the rights of all Demonstrates awareness of ethical principles, safety, confidentiality & consent Awareness of importance of being the patients' Advocate, clinical governance & responsibilities of 	 Demonstrates altruism: evidence of the ability to attend to the needs of others with an awareness of their rights and equal opportunities 	Application form Interview References
COMMITMENT TO SPECIALTY	 an NHS Employee Learning & Development: Shows realistic insight into spinal surgery and the personal demands of a commitment to this discipline Shows critical & enquiring approach to knowledge acquisition, commitment to self-directed learning and a reflective/analytic al approach to practice Demonstrates insight into capability and 	 Extracurricular activities / achievements relevant to Spinal Surgery (Trauma & Orthopaedic surgery or Neurosurgery) Attendance at, or participation in, national and international meetings relevant to spinal surgery Evidence of a well-defined career plan for spinal surgery 	Application form Interview References

acceptance of feedback
