

Spinal Surgery Senior Fellow

<p><u>QUALIFICATIONS</u></p> <ul style="list-style-type: none"> ▪ MBBS or equivalent medical qualification ▪ MRCS or equivalent ▪ FRCS(Orth) or FRCS(SN) 	<p>Application form</p>
<p><u>ELIGIBILITY</u></p> <ul style="list-style-type: none"> • Eligible for full registration with the GMC at time of appointment and hold a current license to practice. • Completion of a UK or overseas CCT, residency or equivalent in Orthopaedic or Neurosurgery • Eligibility to work in the UK • Not previously relinquished, released or removed from a training programme in this specialty except under exceptional circumstances 	<p style="text-align: center;">Application form</p> <p style="text-align: center;">Application form</p> <p style="text-align: center;">Application form</p> <p style="text-align: center;">Application form</p> <p style="text-align: center;">Application form</p>
<p><u>FITNESS TO PRACTICE</u></p> <ul style="list-style-type: none"> • Up to date and fit to practice safely 	<p>Application form References</p>

SELECTION CRITERIA			
	ESSENTIAL	DESIRABLE	WHEN EVALUATED
CAREER PROGRESSION	As above		Application form Interview / Selection centre References
COURSES		<p>Able to provide evidence of satisfactory completion of the following courses at time of interview:</p> <ul style="list-style-type: none"> • Completion of courses relevant to continuous professional development in spinal surgery 	Application form Interview / Selection centre Portfolio
CLINICAL SKILLS	<p>Technical Knowledge & Clinical Expertise:</p> <ul style="list-style-type: none"> • 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 	<p>Personal Attributes:</p> <ul style="list-style-type: none"> • Shows aptitude for practical skills, e.g. hand-eye co-ordination, dexterity, visuo-spatial awareness 	<p>Application form Structured interview OSCE of Trauma scenarios Portfolio Structured References</p>

	<p>or equivalent level for 6 months or more within a CCT, Residency or equivalent program</p>		
<p>ACADEMIC / RESEARCH SKILLS</p>	<p>Research Skills:</p> <ul style="list-style-type: none"> • 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 <p>Audit:</p> <ul style="list-style-type: none"> • Evidence of active participation in audit <p>Teaching:</p> <ul style="list-style-type: none"> • Evidence of contributing to teaching & learning of others 	<ul style="list-style-type: none"> • 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 <p>IT Skills</p> <ul style="list-style-type: none"> • Demonstrates information technology skills 	<p>Application form Interview</p>

<p>PERSONAL SKILLS</p>	<p>Judgement Under Pressure:</p> <ul style="list-style-type: none"> • Capacity to operate effectively under pressure & remain objective In highly emotive/pressurised situation • Awareness of own limitations & when to ask for help <p>Communication Skills:</p> <ul style="list-style-type: none"> • Capacity to communicate effectively & sensitively with others • Able to discuss treatment options with patients in a way they can understand <p>Problem Solving:</p> <ul style="list-style-type: none"> • Capacity to think beyond the obvious, with analytical and flexible mind • Capacity to bring a range of approaches to problem solving <p>Situation Awareness:</p> <ul style="list-style-type: none"> • Capacity to monitor and anticipate situations that may change rapidly 	<p>Demonstrates</p> <ul style="list-style-type: none"> • Drive • Approachability • Appropriate Confidence • Appropriate Assertiveness 	<p>Application form</p> <p>Interview</p> <p>References</p>
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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

<p>PROBITY</p>	<p>Professional Integrity:</p> <ul style="list-style-type: none"> • 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 an NHS Employee 	<ul style="list-style-type: none"> • Demonstrates altruism: evidence of the ability to attend to the needs of others with an awareness of their rights and equal opportunities 	<p>Application form</p> <p>Interview</p> <p>References</p>
<p>COMMITMENT TO SPECIALTY</p>	<p>Learning & Development:</p> <ul style="list-style-type: none"> • 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/analytical approach to practice • Demonstrates insight into capability and 	<ul style="list-style-type: none"> • 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 	<p>Application form</p> <p>Interview</p> <p>References</p>

	acceptance of feedback		
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