

Person Specification

Cleft Lip & Palate TIG – April 2019

Criteria	Essential	Desirable
Status	<ul style="list-style-type: none"> Currently holding a National Training Number within the following specialties - Oral & Maxillofacial Surgery, Otolaryngology, Plastic Surgery Pre certification at the start of the fellowship* Pre certification (or equivalent) for the whole of the Fellowship or permission from Training Programme Director to extend training to complete the fellowship. ARCP Outcome 1 awarded at most recent annual assessment Eligible for registration with the GMC 	
Qualifications	<ul style="list-style-type: none"> MB BS / MB CHB or equivalent MRCS Intercollegiate Specialty Examination (Plastic Surgery/ OMFS / Otolaryngology) Part I – acquired by interview date Part II – acquired prior to taking up the post* 	<ul style="list-style-type: none"> BSc (or other intercalated degree) MD PhD
Clinical Experience	<ul style="list-style-type: none"> Four years satisfactory higher surgical training in Plastic Surgery / ENT or three years in OMFS (or equivalent) at time of taking up post 	<ul style="list-style-type: none"> Demonstrated experience in cleft lip and palate surgery above standard training level

Criteria	Essential	Desirable
Clinical Skills	<ul style="list-style-type: none"> • Good manual skills and hand / eye co-ordination • Experience of clinical risk management • Competent to work without direct supervision where appropriate • Clear, logical thinking showing an analytical/scientific approach • Experience and ability to work in multi professional teams 	<ul style="list-style-type: none"> • Particular skill in the field of cleft lip and palate surgery • Attendance at relevant courses
Knowledge	<ul style="list-style-type: none"> • Appropriate level of clinical knowledge • Shows knowledge of evidence-informed practice • Shows awareness of own limitations 	<ul style="list-style-type: none"> • Demonstrates breadth of experience and awareness in and outside specialty • Information Technology skills • Attendance at non obligatory training courses
Organisation and Planning	<ul style="list-style-type: none"> • Ability to prioritise clinical need • Ability to organise oneself and own work • Active involvement in audit 	<ul style="list-style-type: none"> • Understanding of NHS, clinical governance and resource constraints; mgmt/financial awareness exp of committee work
Teaching Skills	<ul style="list-style-type: none"> • Evidence of teaching experience • Enthusiasm for teaching; exposure to different groups / teaching methods 	<ul style="list-style-type: none"> • Education qualification
Academic / Research	<ul style="list-style-type: none"> • Evidence of research experience 	<ul style="list-style-type: none"> • Research experience, presentations, publications, prizes and honours • Paper / presentation at a national or international meeting or published in a peer review journal
Career Progression		<ul style="list-style-type: none"> • Progression of career consistent with personal circumstances

Criteria	Essential	Desirable
Personal Skills	<ul style="list-style-type: none"> • Communication and Language Skills (the ability to communicate with clarity and intelligibility in written and spoken English; ability to build rapport, listen, persuade, negotiate) • Decisiveness/Accountability (a bility to take responsibility, show leadership, make decisions, exert appropriate authority) • Interpersonal Skills (see patients as people, empathise, work co-operatively with others, open and non-defensive, sense of humour) • Uses a Non-judgmental Approach to Patients and Colleagues regardless of their sexuality, ethnicity, disability, religious beliefs or financial status • Flexibility (able to change and adapt, respond to rapidly changing circumstances) • Resilience (able to operate under pressure, cope with setbacks, self-aware) • Thoroughness (is well prepared, shows self-discipline/commitment, is punctual and meets deadlines) • Shows Initiative/Drive/Enthusiasm (self-starter, motivated, shows curiosity, initiative) • Probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality) 	<ul style="list-style-type: none"> • The ability to produce legible notes
Physical Requirements	<ul style="list-style-type: none"> • Meets professional health requirements 	

* The defined date for eligibility is the start date of the post (1st November 2019)