

# Person Specification

## Oncoplastic Breast Surgery – November 2018

Criteria	Essential	Desirable
Status	<ul style="list-style-type: none"> <li>• Oncoplastic/Reconstructive Surgery as a chosen career</li> <li>• Currently holding a National Training Number (or equivalent)</li> <li>• Pre certification at the start of the fellowship</li> <li>• Pre certification (or equivalent) for the whole of the Fellowship or permission from Training Programme Director to extend training to complete the fellowship.</li> <li>• ARCP Outcome 1 awarded at ST6 annual assessment</li> <li>• Eligible for registration with the GMC</li> </ul>	
Qualifications	<ul style="list-style-type: none"> <li>• MB BS / MB ChB or equivalent</li> <li>• MRCS</li> <li>• FRCS Intercollegiate Specialty Examination (Plastic Surgery / General) Part 1 by closing date of applications</li> <li>• FRCS Intercollegiate Specialty Examination (Plastic Surgery / General) Part 2 by 31 March 2019</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of post graduate qualification(s)</li> </ul>
Clinical Experience	<ul style="list-style-type: none"> <li>• Evidence of clinical experience at ST3+ Level in a general surgery (breast) OR reconstructive plastic surgery unit for a minimum of 6 months</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrated minimum 12 months clinical experience in an Oncoplastic Breast Unit/Centre or Regional Breast reconstruction unit</li> </ul>

Criteria	Essential	Desirable
Clinical Skills	<ul style="list-style-type: none"> <li>• Good manual dexterity and hand / eye co-ordination</li> <li>• Experience of clinical risk management</li> <li>• Competent to work without direct supervision where appropriate</li> <li>• Clear, logical thinking showing an analytical/scientific approach</li> <li>• Experience and ability to work in multi professional teams</li> </ul>	<ul style="list-style-type: none"> <li>• To have an understanding of the fundamental principles of the management of patients requiring oncoplastic, reconstructive &amp; aesthetic surgery</li> </ul>
Operative Experience & Competence	<ul style="list-style-type: none"> <li>• Evidence of competence (eg Level 3/4) in indicative operative procedures for acute and elective General Surgery (as described in 2013 General Surgery Curriculum) OR trauma and elective Plastic Surgery (as described in 2013 Plastic Surgery Curriculum) for start of Fellowship date</li> <li>• Evidence of competence (eg Level 3/4) in indicative operative procedure for elective Breast Surgery (as described in 2013 General Surgery Curriculum) or Reconstruction and Aesthetic Plastic Surgery (as described in 2013 Plastic Surgery Curriculum) for start of Fellowship date</li> </ul>	
Knowledge	<ul style="list-style-type: none"> <li>• Appropriate level of clinical knowledge as described in the 2013 General Surgery or Plastic Surgery Curricula</li> <li>• Shows knowledge of evidence-informed practice</li> <li>• Shows awareness of own limitations</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates breadth of experience and awareness in and outside parent surgical specialty</li> <li>• Evidence of attendance at relevant breast, reconstructive and corrective surgery courses e.g. Specialty Society courses, RCS Breast and Plastic Surgery Portfolio courses</li> </ul>

Criteria	Essential	Desirable
Organisation & Planning	<ul style="list-style-type: none"> <li>• Ability to prioritise clinical need</li> <li>• Ability to organise oneself and own work</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of NHS, clinical governance and resource constraints; management/financial awareness experience of committee work</li> </ul>
Teaching Skills	<ul style="list-style-type: none"> <li>• Evidence of formal teaching experience</li> <li>• Enthusiasm for teaching; exposure to different groups / teaching methods</li> </ul>	<ul style="list-style-type: none"> <li>• Education qualification &amp; Evidence</li> </ul>
Academic / Research	<ul style="list-style-type: none"> <li>• Previous experience with research</li> <li>• Demonstrates understanding of research principles and data analysis</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of research experience in breast disease or reconstruction, presentations, publications, prizes and honours</li> <li>• Evidence of paper / presentation at a local, national or international meeting or published in a peer review journal</li> <li>• Evidence of completion of a higher degree</li> </ul>
Audit	<ul style="list-style-type: none"> <li>• Active involvement in audit</li> </ul>	<ul style="list-style-type: none"> <li>• Understands the principles of service improvement through quality assurance and evidence</li> <li>• Demonstrates a proven track record in audit and re-audit cycle associated with breast disease OR breast reconstruction or aesthetics</li> </ul>
Career Progression	<ul style="list-style-type: none"> <li>• Demonstrates a smooth career pathway</li> <li>• Progression of career consistent with personal circumstances</li> <li>• Application supported by Training Programme Director</li> </ul>	<ul style="list-style-type: none"> <li>• The ability to produce a complete well organised and structured career portfolio</li> </ul>

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