

## Person Specification

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### Cleft Lip & Palate TIG – April 2019

| Criteria            | Essential                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Desirable                                                                                                                                 |
|---------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|
| Status              | <ul style="list-style-type: none"> <li>• Currently holding a National Training Number within the following specialties - Oral &amp; Maxillofacial Surgery, Otolaryngology, Plastic Surgery</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 most recent 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>• Intercollegiate Specialty Examination (Plastic Surgery/ OMFS / Otolaryngology)</li> <li>• Part I – acquired by interview date</li> <li>• Part II – acquired prior to taking up the post*</li> </ul>                                                                                                                                                                                                                                                               | <ul style="list-style-type: none"> <li>• BSc (or other intercalated degree)</li> <li>• MD</li> <li>• PhD</li> </ul>                       |
| Clinical Experience | <ul style="list-style-type: none"> <li>• Four years satisfactory higher surgical training in Plastic Surgery / ENT or three years in OMFS (or equivalent) at time of taking up post</li> </ul>                                                                                                                                                                                                                                                                                                                                                                     | <ul style="list-style-type: none"> <li>• Demonstrated experience in cleft lip and palate surgery above standard training level</li> </ul> |

| Criteria                  | Essential                                                                                                                                                                                                                                                                                                                                                                          | Desirable                                                                                                                                                                                                                             |
|---------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Clinical Skills           | <ul style="list-style-type: none"> <li>• Good manual skills 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>• Particular skill in the field of cleft lip and palate surgery</li> <li>• Attendance at relevant courses</li> </ul>                                                                           |
| Knowledge                 | <ul style="list-style-type: none"> <li>• Appropriate level of clinical knowledge</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 specialty</li> <li>• Information Technology skills</li> <li>• Attendance at non obligatory training courses</li> </ul>       |
| Organisation and Planning | <ul style="list-style-type: none"> <li>• Ability to prioritise clinical need</li> <li>• Ability to organise oneself and own work</li> <li>• Active involvement in audit</li> </ul>                                                                                                                                                                                                 | <ul style="list-style-type: none"> <li>• Understanding of NHS, clinical governance and resource constraints; mgmt/financial awareness exp of committee work</li> </ul>                                                                |
| Teaching Skills           | <ul style="list-style-type: none"> <li>• Evidence of teaching experience</li> <li>• Enthusiasm for teaching; exposure to different groups / teaching methods</li> </ul>                                                                                                                                                                                                            | <ul style="list-style-type: none"> <li>• Education qualification</li> </ul>                                                                                                                                                           |
| Academic / Research       | <ul style="list-style-type: none"> <li>• Evidence of research experience</li> </ul>                                                                                                                                                                                                                                                                                                | <ul style="list-style-type: none"> <li>• Research experience, presentations, publications, prizes and honours</li> <li>• Paper / presentation at a national or international meeting or published in a peer review journal</li> </ul> |
| Career Progression        |                                                                                                                                                                                                                                                                                                                                                                                    | <ul style="list-style-type: none"> <li>• Progression of career consistent with personal circumstances</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 (a bility 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>• The ability to produce legible notes</li> </ul> |
| Physical Requirements | <ul style="list-style-type: none"> <li>• Meets professional health requirements</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                          |

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