

Person Specification 2016

Cleft Lip and Palate Surgery

Requirements	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. • RITA C / 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 / FRCS • 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
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 	<ul style="list-style-type: none"> • Particular skill in the field of cleft lip and palate surgery • Attendance at

	<p>supervision where appropriate</p> <ul style="list-style-type: none"> • clear, logical thinking showing an analytical/scientific approach • experience and ability to work in multi professional teams 	<p>relevant courses</p>
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
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 (ability 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.