

Reconstructive Cosmetic Surgery – Autumn 2016

Person Specification

Requirements	Essential	Desirable
Status	<ul style="list-style-type: none"> • Relevant specialty as a chosen career • Currently holding a National Training Number (or equivalent) • 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 (or equivalent) 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 Part I – acquired by closing date Part II – acquired by time of appointment* 	<ul style="list-style-type: none"> • BSc (or other intercalated degree) • MSc / other Masters degree • MD / Mphil • PhD
Clinical Experience	<ul style="list-style-type: none"> • Four years satisfactory higher surgical training (or equivalent) in Plastic Surgery / General Surgery/ Ophthalmology/ ENT or three years in OMFS at time of appointment*. 	<ul style="list-style-type: none"> • Demonstrated experience in reconstructive aesthetic surgery of adults and children
Clinical skills	<ul style="list-style-type: none"> • Good manual dexterity 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 • Evidence from surgical logbook 	<ul style="list-style-type: none"> • To have had exposure to reconstructive aesthetic surgery and an understanding of the fundamental principles of the management of patients with congenital or acquired deformity • Attendance at relevant courses

	of exposure to operative surgery relevant to the specialty	
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
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; management/ financial awareness • Experience 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
Audit	<ul style="list-style-type: none"> • Active involvement in audit. 	
Career Progression	<ul style="list-style-type: none"> • Demonstrates a smooth career pathway • Progression of career consistent with personal circumstances • Application supported by Training Programme Director 	
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 	<ul style="list-style-type: none"> • The ability to produce legible notes

	<p>(ability to take responsibility, show leadership, make decisions, exert appropriate authority)</p> <ul style="list-style-type: none"> • 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 • 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) 	
Physical Requirements	<ul style="list-style-type: none"> • Meets professional health requirements 	

* Time of appointment refers to the start date of the 1st of February 2017.

** Training cannot be extended solely to allow for the fulfilling of this criteria.

Parent specialties – Otorhinolaryngology, Oral & Maxillofacial Surgery, Ophthalmology, Plastic Surgery, Breast Surgery within General Surgery.