

**2010 Person Specification**  
**Application to enter Specialty Training at ST3: Infectious Diseases and Medical Microbiology/Virology (Virology Theme)**

<b>Entry Criteria</b>		
	<b>Essential Criteria</b>	<b>When Evaluated<sup>1</sup></b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> <li>• MRCP Part 1 (UK) or equivalent</li> </ul>	Application form
<b>Eligibility</b>	<ul style="list-style-type: none"> <li>• Eligible for full registration with the GMC at time of appointment and hold a current and valid licence to practice.<sup>2</sup></li> <li>• Evidence of achievement of <b>Foundation competences</b> from a UKFPO affiliated Foundation Programme or equivalent by time of appointment in line with GMC standards/ Good Medical Practice including:               <ul style="list-style-type: none"> <li>○ <i>Good clinical care</i></li> <li>○ <i>Maintaining good medical practice</i></li> <li>○ <i>Good relationships and communication with patients</i></li> <li>○ <i>Good working relationships with colleagues</i></li> <li>○ <i>Good teaching and training</i></li> <li>○ <i>Professional behaviour and probity</i></li> <li>○ <i>Delivery of good acute clinical care</i></li> </ul> </li> <li>• Evidence of achievement of <b>CT/ST1 competences</b> in medicine at time of appointment &amp; <b>CT/ST2 competences</b> in medicine (as defined by the curricula relating to Core Medical training) by August 2010, supported by evidence from work-based assessments of clinical performance (DOPS, Mini-CEX, CBD, ACAT) and Multi-source Feedback or equivalent, ARCP or equivalent</li> <li>• Eligibility to work in the UK</li> </ul>	Application form  Application form Interview / Selection centre <sup>3</sup>       Application form/ Interview / Selection centre Application form
<b>Fitness To Practise</b>	Is up to date and fit to practise safely	Application form References
<b>Language Skills</b>	All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues demonstrated by one of the following: <ul style="list-style-type: none"> <li>○ <i>that applicants have undertaken undergraduate medical training in English; or</i></li> <li>○ <i>have achieved the following scores in the academic International English Language Testing System (IELTS) in a single sitting within 24 months at time of application – Overall 7, Speaking 7, Listening 7, Reading 7, Writing 7.</i></li> </ul> If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence	Application form Interview / Selection centre
<b>Health</b>	Meets professional health requirements (in line with GMC standards/ Good Medical Practice)	Application form Pre-employment health screening
<b>Career Progression<sup>4</sup></b>	<ul style="list-style-type: none"> <li>• Ability to provide complete employment history with no unexplained career gaps</li> <li>• Evidence that career progression is consistent with personal circumstances</li> <li>• Evidence that present achievement and performance is commensurate with totality of period of training</li> <li>• At least <b>24 months' experience<sup>5</sup></b> in medicine (not including Foundation modules) by August 2010</li> </ul>	Application form      Interview / Selection centre

<sup>1</sup> 'when evaluated' is indicative, but may be carried out at any time throughout the selection process

<sup>2</sup> The GMC will introduce a licence to practice in the autumn of 2009. Any doctor wishing to practice in the UK after this date must be both registered and hold a licence to practice.

<sup>3</sup> A selection centre is a process not a place. It involves a number of selection activities that may be delivered within the Unit of Application.

<sup>4</sup> All experience in posts at ST level count irrespective of the country the experience is gained in

<sup>5</sup> Any time periods specified in this person specification refer to full time equivalent

<b>Application Completion</b>	<b>ALL</b> sections of application form completed <b>FULLY</b> according to written guidelines	Application form
-------------------------------	--	------------------

<b>Selection Criteria</b>			
	<b>Essential</b>	<b>Desirable</b>	<b>When Evaluated</b>
<b>Qualifications</b>	<b>As Above</b>	<ul style="list-style-type: none"> <li>• MRCP (UK) or equivalent</li> <li>• Intercalated BSc or equivalent</li> <li>• Higher degrees including MSc, PhD or MD (where research thesis not part of first medical degree)</li> </ul>	
<b>Career Progression<sup>6</sup></b>	<b>As Above</b>	<ul style="list-style-type: none"> <li>• Experience of clinical specialties where there is a significant component of infection, including infectious diseases</li> <li>• Experience of laboratory work (including research) relevant to medical microbiology/virology</li> </ul>	Application form
<b>Clinical Skills</b>	<b>Clinical Knowledge and Expertise:</b> <ul style="list-style-type: none"> <li>• Demonstrates appropriate knowledge base and sound clinical judgement.</li> <li>• Demonstrates basic awareness of importance and impact of infection on clinical practice</li> <li>• Aware of laboratory skills related to Microbiology/Virology</li> <li>• Able to demonstrate proficiency in a range of medical procedures as an indication of manual dexterity and hand-eye coordination</li> <li>• Evidence of competence in management of medical emergencies and in-patients through continuous work-based assessments</li> <li>• Demonstrate current ALS certification or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• Able to demonstrate laboratory skills related to Microbiology/Virology</li> </ul>	Application form Interview / Selection centre References

<sup>6</sup> All experience in posts at ST level count irrespective of the country the experience is gained in

<p><b>Academic / Research Skills</b></p>	<p><b>Research Skills:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates understanding of the importance of audit &amp; research, including awareness of ethical issues</li> <li>• Evidence of active participation in audit</li> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>• Evidence of teaching experience and/or training in teaching</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of relevant academic &amp; research achievements, e.g. degrees, prizes, awards, distinctions, grants, publications, presentations, other achievements</li> <li>• Evidence of involvement in formal research project</li> <li>• Evidence of a portfolio of audit projects including where the audit loop has been closed</li> </ul> <ul style="list-style-type: none"> <li>• Evidence of involvement in teaching students, postgraduates and other professionals</li> <li>• Evidence of participation in a teaching course</li> </ul> <p><b>Management Skills:</b></p> <ul style="list-style-type: none"> <li>• Evidence of attendance at a management course</li> </ul> <p><b>IT Skills</b></p> <ul style="list-style-type: none"> <li>• Demonstrates information technology skills</li> </ul>	<p>Application form Interview / Selection centre</p>
--	---	--	--

<b>Personal Skills</b>	<b>Problem Solving and Decision Making:</b> <ul style="list-style-type: none"> <li>Capacity to use clear, logical thinking with an analytical/scientific approach</li> <li>Capacity to make decisions</li> </ul> <b>Organisation and Planning:</b> <ul style="list-style-type: none"> <li>Capacity to organise oneself and prioritise work, demonstrates punctuality, preparation and self-discipline</li> <li>Capacity to work without direct supervision where appropriate</li> <li>Demonstrates IT skills</li> </ul> <b>Communication Skills:</b> <ul style="list-style-type: none"> <li>Demonstrates clarity in written and spoken communication</li> <li>Capacity to build rapport, listen, persuade and negotiate</li> </ul> <b>Managing Others and Team Involvement:</b> <ul style="list-style-type: none"> <li>Capacity to work cooperatively with others and demonstrate leadership/authority where appropriate</li> </ul> <b>Coping with Pressure:</b> <ul style="list-style-type: none"> <li>Capacity to operate under pressure</li> <li>Demonstrates initiative and resilience to cope with setbacks and adapt to rapidly changing circumstances</li> </ul>		Application form Interview / Selection centre References
<b>Probity</b>	<b>Professional Integrity:</b> <ul style="list-style-type: none"> <li>Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others</li> <li>Displays honesty, integrity, awareness of ethical issues, patient safety and clinical governance</li> </ul>		Application form Interview / Selection centre References
<b>Commitment To Specialty</b>	<b>Learning and Personal Development:</b> <ul style="list-style-type: none"> <li>Demonstrates interest and realistic insight into clinical, laboratory and infection control activities of medical microbiology/virology</li> <li>Shows commitment to personal and professional development, with awareness of own strengths and limitations</li> <li>Evidence of self-reflective practice</li> <li>Evidence of attendance at organised teaching and training programmes during training programmes</li> </ul>	<ul style="list-style-type: none"> <li>Extracurricular activities / achievements relevant to clinical or laboratory aspects of infection.</li> </ul>	Application form Interview / Selection centre References