

Model person specification: specialty doctor*

*Also refer to NHS Employers'

[*Employing and supporting specialty doctors: A guide to good practice 2008*](#)

Category	Essential	Desirable
Qualification and training	<p>MBBS or equivalent medical qualification.</p> <p>Full registration (and with a licence to practise) with the General Medical Council at time of appointment.</p> <p>Applicants shall have completed at least four years' full-time postgraduate training (or its equivalent gained on a part-time or flexible basis), at least two of which will be in a specialty training programme in a relevant specialty, or as a fixed-term specialty trainee in a relevant specialty, or shall have equivalent experience and competencies.</p> <p>Applicants that are either partially or non-UK trained will be required to show evidence of equivalence to UK qualifications.</p>	<p>Higher degree e.g. FRCPATH Part 1 or evidence of equivalent qualification.</p>
Eligibility	Eligible to work in the UK.	
Knowledge and skills	<p>Knowledge and experience of relevant specialty.</p> <p>Evidence of broad range of IT skills.</p> <p>Knowledge of evidence-based practice.</p> <p>An understanding of the current NHS environment, particularly in relation to reforms, initiatives and issues.</p>	

Category	Essential	Desirable
Communication and language skills	<p>Ability to communicate effectively with clinical colleagues, colleagues in pathology, support staff, patients and relatives.</p> <p>Good knowledge of, and ability to use, spoken and written English.</p> <p>For most non-EEA applicants, there is a requirement for appropriate scores in the academic International English Language Test System (IELTS) and Occupational English Test (OET).</p>	<p>If appropriate, ability to present effectively to an audience, using a variety of methods, and to respond to questions and queries.</p>
Clinical Effectiveness	<p>Experience of conducting clinical audit.</p> <p>Ability to use the evidence base and clinical audit to support decision-making.</p> <p>Evidence of engaging in clinical governance: reporting errors and learning from errors.</p>	<p>Evidence of involvement in clinical audit.</p> <p>Commitment to Clinical Risk Management and Clinical Governance.</p>
Teaching and Training	<p>Evidence of interest in, and experience of, teaching, where required in the post.</p>	<p>Commitment to teaching both medical and non-medical staff.</p>
Commitment to ongoing professional development	<p>Demonstrates a commitment to maintaining professional skills and knowledge relevant to the post.</p> <p>Demonstrates a willingness to engage in appraisal.</p>	<p>Evidence of commitment to continuing professional development and lifelong learning.</p>
Research and Development	<p>If appropriate, demonstrates an understanding of the principles of research.</p>	<p>If appropriate, provide evidence of relevant achievements.</p>
Personal attributes	<p>Energy and enthusiasm and the ability to work under pressure.</p> <p>An enquiring and critical approach to work.</p> <p>A caring attitude to patients.</p> <p>Evidence of ability to work independently and as part of a team.</p> <p>An ability to organise and prioritise work effectively.</p>	

