

# PERSON SPECIFICATION

**OUR VISION: 'TO BE THE LEADING HEALTH AND WELLBEING SERVICE IN  
THE PROVISION OF MENTAL HEALTH AND COMMUNITY CARE'**

**\*\*THIS JOB DESCRIPTION FOR THIS POST IS PENDING ROYAL COLLEGE APPROVAL\*\***

## PERSON SPECIFICATION

### Abbreviations for when assessed:

Scr: Screening prior to short-listing/ SL: Short-listing from application form/ AAC: Advisory Appointments Committee/ Ref: References/Pres: Presentation to AAC panel

As an Equal Opportunities employer, the Trust welcomes applications from candidates with lived experience of mental health issues.

	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
QUALIFICATIONS	MB BS or equivalent medical qualification.	Scr	Qualification or higher degree in medical education, clinical research or management.	SL
	Registration with the General Medical Council and on the Specialist Register.	Scr	MRCPPsych	Scr, SL
	Meets Royal College of Psychiatrists criteria for appointment to the post of Consultant.	Scr	On the Specialist Register with qualifications General Adult.	SL
	Section 12 Approval and Approved Clinician Status.	Scr	Postgraduate degree in psychiatry MRC Psych or equivalent. Additional clinical qualifications.	SL

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	<b>ESSENTIAL</b>	<b>WHEN ASSESSED</b>	<b>DESIRABLE</b>	<b>WHEN ASSESSED</b>
<b>ELIGIBILITY</b>	<p>Fully registered with the GMC with a licence to practice at the time of appointment.</p> <p>Included on the GMC Specialist Register OR within six months.</p> <p>Approved clinician status OR able to achieve within 3 months of appointment.</p> <p>Approved under S12 OR able to achieve with 3 months of appointment.</p>	<p>Scr</p> <p>Scr</p> <p>Scr</p> <p>Scr</p>	<p>In good standing with GMC with respect to warning and conditions on practice.</p>	<p>Scr</p>
<b>TRANSPORT</b>	<p>Holds and will use valid UK driving licence OR provides evidence of proposed alternative.</p>	<p>Scr</p>		
<b>CLINICAL SKILLS, KNOWLEDGE &amp; EXPERIENCE</b>	<p>Excellent oral and written communication skills in English.</p> <p>Able to manage clinical complexity and uncertainty.</p> <p>Excellent oral and written communication skills in English.</p>	<p>SL, AAC, Ref</p> <p>SL, AAC, Ref</p> <p>SL, AAC, Ref</p>	<p>Wide range of specialist and sub-specialist experience relevant to post within NHS or comparable service.</p> <p>Utilises a quality improvement approach to think systemically about complex problems, develop potential change ideas and test these in practice using a systematic QI methodology.</p>	<p>SL, AAC</p> <p>SL, AAC</p>

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	ESSENTIAL	WHEN ASSESSED	DESIRABLE	WHEN ASSESSED
<b>CLINICAL SKILLS, KNOWLEDGE &amp; EXPERIENCE</b>  <b>CONT.</b>	<p>Able to manage clinical complexity and uncertainty.</p> <p>Makes decisions based on evidence and experience including the contribution of others.</p> <p>Able to meet duties under MHA and MCA.</p>	<p>SL, AAC, Ref</p> <p>SL, AAC, Ref</p> <p>AAC</p>		
<b>ACADEMIC SKILLS &amp; LIFELONG LEARNING</b>	<p>Able to deliver undergraduate or postgraduate teaching and training.</p> <p>Ability to work in and lead team.</p> <p>Demonstrate commitment to shared leadership &amp; collaborative working to deliver improvement.</p>	<p>SL, Pres, AAC</p> <p>SL, AAC</p> <p>SL, AAC</p>	<p>Able to plan and deliver undergraduate and postgraduate teaching and training relevant to this post.</p>	<p>SL, AAC</p>
	<p>Participated in continuous professional development.</p> <p>Participated in research or service evaluation.</p> <p>Able to use and appraise clinical evidence.</p> <p>Has actively participated in clinical audit and quality improvement programmes.</p>	<p>SL, AAC</p> <p>SL, AAC</p> <p>SL, AAC, Pres</p> <p>SL, AAC, Pres</p>	<p>Reflected on purpose of CPD undertaken.</p> <p>Experienced in clinical research and/or service evaluation.</p> <p>Evidence of achievement in education research, audit and service improvement: awards, prizes, presentations and publications.</p> <p>Has lead clinical audits leading to service change or improved outcomes to patients.</p>	<p>SL, AAC</p> <p>SL, ACC</p> <p>SL</p> <p>SL, ACC</p>

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