

### Person Specification

<b>Job Title</b>	Consultant Burns, Plastic & Reconstruction Surgeon (Skin Cancer and Head & Neck Oncology Surgery Interest)		
<b>AfC Band</b>	YM 72	<b>Job Code</b>	409-5845863

**Method of Assessment: 'A' Application Form 'C' Certificate 'I' Interview 'R' Reference 'T' Test/Presentation**

Person Specification		Essential	Desirable	Assessment
<b>Qualifications</b>				
1	Full GMC registration and on Specialist Register or within six months of receipt of Certificate of Completion of Training (CCT) at time of interview  CESR candidates must have written GMC confirmation of successful application	x		A/C
2	MBBS or equivalent medical qualification	x		A/C
3	MRCS (UK) or equivalent medical qualification	x		A/C
4	FRCS (Plast) or equivalent	x		A/C
5	Valid Advanced Trauma Life Support (ATLS) Provider Status	x		A/C
6	Member BAPRAS		x	A/C
<b>Knowledge &amp; Experience &amp; Skills</b>				
1	Evidence of achievement of competencies by time of appointment in line with GMC standards/Good Medical Practice including: <ul style="list-style-type: none"> <li>Good clinical care</li> <li>Maintaining good medical practice</li> <li>Good relationships and communication with patients</li> <li>Good working relationships with colleagues</li> <li>Good teaching and training</li> <li>Professional behaviour and probity</li> <li>Delivery of good acute clinical care</li> </ul>	x		A/I
2	Demonstrate skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues	x		A/I
3	<b>Clinical Knowledge &amp; Expertise:</b> Appropriate knowledge base and ability to apply sound clinical judgement to problems.	x		A/I
4	Experience in management of skin cancer with special interest in head and neck oncology.	x		A/I
5	Fellowship in Skin Cancer		x	A/I
6	Fellowship in Head and Neck Oncology		x	A/I
7	<b>Clinical Knowledge &amp; Expertise:</b> Demonstrates the necessary range, depth, and breadth of competencies suitable for a Skin Cancer or Head and Neck Oncology post.	x		A/I
8	Evidence the number of independent SNLB's, groin, axilla and neck dissections performed		x	A/I

9	<b>Clinical Knowledge &amp; Expertise:</b> In depth knowledge and experience in skin cancer and head & neck surgery.	x		A/I
10	<b>Research Skills:</b> Demonstrates ability to undertake robust audit / research within team structure within the last 3 years.	x		A/I
11	Evidence of relevant research e.g. presentations, publications in peer reviewed journals within the last 3 years relevant to plastic surgery and skin cancer surgery.		x	A/I
12	<b>Teaching:</b> Evidence of appropriate teaching experience within the last 3 years	x		A/I
13	Evidence of relevant academic achievements, e.g. degrees, awards, in the last 3 years.		x	A/I
14	<b>Communication Skills:</b> Demonstrates clarity in written/spoken communication & capacity to adapt language as appropriate to the situation.	x		A/I
15	<b>Communication Skills:</b> Able to build rapport, listen, persuade & negotiate	x		A/I
16	<b>Problem Solving &amp; Decision Making:</b> Capacity to use logical/lateral thinking to solve problems/make decisions	x		A/I
17	<b>Managing Others &amp; Team Involvement:</b> Capacity to work effectively with others.	x		A/I
18	<b>Managing Others &amp; Team Involvement:</b> Able to work in multi-professional teams	x		A/I
19	<b>Managing Others &amp; Team Involvement:</b> Able to supervise junior medical staff	x		A/I
20	<b>Empathy &amp; Sensitivity:</b> Capacity to take in others' perspectives and treat others with understanding;	x		A/I
21	<b>Empathy &amp; Sensitivity:</b> Sees patients as people	x		A/I
22	<b>Organisation &amp; Planning:</b> Capacity to manage/prioritise time and information effectively.	x		A/I
23	<b>Organisation &amp; Planning:</b> Capacity to prioritise own workload.	x		A/I
24	<b>Organisation &amp; Planning:</b> Basic IT skills	x		A/I
25	<b>Vigilance &amp; Situational Awareness:</b> Capacity to monitor developing situations and anticipate issues	x		A/I
26	<b>Coping with Pressure:</b> Capacity to operate under pressure. Demonstrates initiative & resilience to cope with changing circumstances	x		A/I
<b>Other</b>				
1	<b>Professional Integrity:</b> Capacity to take responsibility for own actions.	x		A/I
2	Demonstrates respect for all.	x		A/I
3	Is up to date and fit to practise safely.	x		A
4	Ability to provide complete details of employment history	x		A
5	<b>ALL</b> sections of application form <b>FULLY</b> completed according to written guidelines	x		A