

“A great place to be cared for; a great place to work”

PERSON SPECIFICATION		
Requirements	Essential	Desirable
Education and qualifications	<p>Full GMC Registration with a licence to practice</p> <p>FRCS (T&O) or an equivalent appropriate higher orthopaedic surgical qualification</p> <p>Entry on GMC Specialist Register in Trauma & Orthopaedic Surgery or eligibility for specialist registration in Trauma & Orthopaedic Surgery within 6 months from the time of the interview</p> <p>Recognised Fellowship in upper limb surgery.</p>	Higher Medical Degree (MD MSc or PhD)
Experience	<p>Wide experience of general Orthopaedics and Trauma</p> <p>Demonstrate higher surgical training in Orthopaedics to FRCS (T&O) level or equivalent</p> <p>Experience of supervising junior medical staff</p> <p>Experience of working at different hospitals within the NHS</p>	Role as trainer in upper limb surgery for higher specialist trainees.
Skills, ability and knowledge	<p>Ability to conduct a consultant orthopaedic on-call in a level-two trauma centre.</p> <p>Specialist knowledge and skills required of a Consultant upper limb surgeon with expertise in the surgical treatment of complex upper limb fractures of the shoulder, elbow, hand & wrist.</p> <p>Specialist knowledge and skills to be on the general on-call for trauma & Orthopaedics and in the management of common lower limb fractures.</p> <p>Evidence of having sufficient expertise in advanced upper limb surgery as evidenced by last 12 months' log book.</p> <p>Understanding of the management</p>	Evidence of administrative roles during training

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	responsibilities of NHS consultants Involvement in service development	
Training	Wide range of training in Trauma & Orthopaedics related to the needs of the organisation as specified above.	Evidence of participation in educational skills training
Research and development	Evidence of completion of audits. Understanding of research methodology and ethics as evidenced by publications. Evidence of peer reviewed publications in orthopaedics / trauma Evidence of presentations at national orthopaedic / trauma meetings	Peer reviewed publications and national podium presentations relating to Upper limb surgery
Teaching	Commitment to teaching and training undergraduate, postgraduate, nursing and allied health professionals	Evidence of teaching undergraduates Formal training in teaching
Management	Ability to communicate well and work as a team with consultant colleagues and other professionals Willingness to be involved in service development. Computer literacy.	Formal training in management skills
Professional interests	Keen, energetic and enthusiastic in all aspects of orthopaedic surgery	Membership of appropriate professional societies
Governance Issues a) Policies and guidelines b) Audit c) Appraisal	A willingness to observe Trust policies and guidelines in all aspects of clinical practice Regular attendance and participation at audit meetings Participation in annual appraisal and Personal development plan review	
Personal Qualities a) Communication b) Relationships d) Leadership	Ability to communicate effectively, with patients, relatives and staff Able to maintain good working relations with a broad range of colleagues Evidence of proven leadership skills Ability to work as a team with	

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e) Teamwork	professional colleagues, both medical and others. Willingness to be flexible to meet the clinical demands of the service and recognise the needs of other colleagues	
f) Time management	Reliability, punctuality and effective, efficient time management Ability to travel as required Resident within 30 minutes travel time to base hospital site	