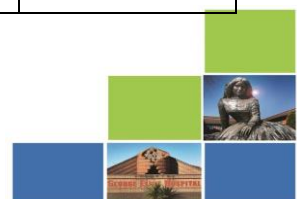







## PERSON SPECIFICATION

**Assessment: A – Application Form, I – Interview, T – Test, P – Presentation, R – References,**

Criteria	Essential or Desirable	Assessment
<b>Experience and Knowledge</b> <ul style="list-style-type: none"> <li>Ability to take full and independent responsibility for the care of patients</li> <li>Training and experience in area of sub-specialty.</li> <li>Evidence of a wide experience in Ophthalmology and UK experience</li> <li>Ability to run independent cataract lists</li> <li>Independent in ophthalmic surgery.</li> <li>Experience of supervision of ophthalmology trainees</li> <li>Experience</li> <li>Subspeciality fellowship completed</li> <li>Evidence of logical thinking and an ability to make clear and balanced decisions</li> <li>Demonstrate an understanding of the development needs of trainees and how these can be met.</li> </ul>	E E E E E E E  D  D	
<b>Qualification(s) and Professional Training</b> <ul style="list-style-type: none"> <li>Full registration on GMC Specialist Register (CCT / CESR)</li> <li>FRCOphth or equivalent</li> <li>Higher degree (PhD or MD)</li> </ul>	E E D	
<b>Skills and Abilities</b> <ul style="list-style-type: none"> <li>Excellent Verbal and written communication skills</li> <li>Ability to work well within a team</li> <li>Organisational &amp; Leadership skills</li> <li>Clinical Governance understanding</li> <li>Be caring and diplomatic.</li> <li>Basic keyboard skills</li> <li>Ability to plan strategically and to exercise sound judgment when faced with conflicting pressures.</li> <li>Knowledge and experience in the application of IT in Ophthalmology</li> <li>To work effectively as part of the Trust Management Structure</li> <li>Show ability to learn from experience.</li> <li>Demonstrate insight into managing a busy caseload.</li> <li>Knowledge of mediSight</li> </ul>	E E E E E E E  E D D D D	
<b>Personal Qualities</b> <ul style="list-style-type: none"> <li>Enthusiasm and the ability to work under pressure</li> <li>Caring attitude to patients</li> </ul>	E E	



<ul style="list-style-type: none"> <li>• Ability to communicate effectively with colleagues, patients, relatives, GP's nurses, other staff, and agencies</li> <li>• Good interpersonal skills</li> <li>• An understanding of the current NHS environment particularly in relation to reforms, initiatives and issues</li> <li>• Ability to travel to fulfil the requirements of the post</li> </ul>	E  E E  E	
<b>Other</b> <ul style="list-style-type: none"> <li>• All applicants to have demonstrable skills in written and spoken English</li> <li>• adequate to enable effective communication about medical topics with patients and colleagues</li> <li>• Excellent written &amp; verbal communication skills in order to be able to write &amp; present reports at board level</li> <li>• Able to give examples of dealing with difficult situations (clinical and non-clinical)</li> <li>• Satisfactory Work health Assessment</li> <li>• Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others</li> <li>• Able to demonstrate flexibility in working hours and on call duties</li> <li>• Displays honesty, integrity, awareness of confidentiality &amp; ethical issues</li> <li>• Eligible to live and work in the UK</li> </ul>	E  E  E  E E  E E  E	
<b>Trust Values</b>   <b>Effective open communication</b>  <b>Excellence and safety in all that we do</b>  <b>Challenge but support</b>  <b>Expect respect and dignity</b>  <b>Local healthcare that inspires confidence</b>	All Essential	All Interview

**C – Pre-employment checks, O - Other**

