

## **PERSON SPECIFICATION**

### **Consultant Ophthalmologist - Glaucoma**

<b>CRITERIA FOR SELECTION</b> (Justifiable as necessary for safe and effective performance)	<b>ESSENTIAL REQUIREMENTS</b> (A clear definition for the necessary criteria)	<b>DESIRABLE/ADDITIONAL REQUIREMENTS</b> (Elements that contribute to improved/immediate performance in the job)
<b>Qualifications:</b>	<ul style="list-style-type: none"> <li>• GMC Registration</li> <li>• Listed on GMC Specialist register or will within 6 months of interview date for substantive post</li> <li>• FRCOphth or equivalent</li> </ul>	Higher degree MSc, MD or PhD
<b>Clinical Experience:</b>	<ul style="list-style-type: none"> <li>• Evidence of complete, structured and adequate general ophthalmic training</li> <li>• Evidence of competency, and the ability to provide an expert clinical opinion in elective and emergency general Ophthalmology, and to take full responsibility for patients' clinical care</li> <li>• Competent in cataract surgery</li> <li>• Evidence of ability to work in Eye Emergency Department</li> <li>• Evidence of glaucoma subspecialty training and ability to carry out glaucoma laser and surgical procedures</li> <li>• Evidence of ability to perform within a multidisciplinary team</li> <li>• Evidence to demonstrate delivery of high quality care</li> <li>• Clinical training and experience and ability to take full and independent responsibility for clinical care of patients.</li> <li>• Knowledge of UK hospitals</li> <li>• Knowledge and participation in CPD</li> <li>• Able to apply knowledge</li> <li>• Safe and effective written and verbal communication skills</li> <li>• Meet the requirement of the GMC's "Good Medical Practice"</li> </ul>	<p>Substantive glaucoma fellowship</p> <p>Experience of NHS management, wider experience, research and training in Ophthalmology</p> <p>Evidence of above average performance</p>
<b>Professional and MDT:</b>	<ul style="list-style-type: none"> <li>• Ability to work well with colleagues and within a team</li> </ul>	<p>Evidence of leading a team</p> <p>Working with and supervising community providers</p> <p>Working remotely eg virtual clinics</p>
<b>Management</b>	<ul style="list-style-type: none"> <li>• Knowledge of the management and structure of the NHS</li> <li>• Other management experience</li> </ul>	Evidence of management training

	including out patient priorities and waiting lists	
<b>Audit and clinical governance</b>	<ul style="list-style-type: none"> <li>• Evidence of participation in clinical audit and understanding role of audit in improving medical practice</li> <li>• Comprehension of core philosophy and building blocks of Clinical Governance</li> <li>• Knowledge of risk management</li> </ul>	
<b>Research</b>	<ul style="list-style-type: none"> <li>• Experience and knowledge of critical appraisal of evidence</li> <li>• Evidence of the ability to apply research outcomes to clinical/surgical problems</li> </ul>	<p>Evidence of initiating, progressing and concluding research projects with publication</p> <p>Research degree</p>
<b>Teaching</b>	<ul style="list-style-type: none"> <li>• Evidence of organising programmes and teaching medical students and junior doctors</li> <li>• Willingness to teach medical undergraduates and postgraduates</li> </ul>	<p>Organisation of further teaching programmes in medical education</p> <p>“Training the Trainers” experience</p>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• Ability to speak English as necessary for the post; ability to document clinical entries legibly</li> <li>• An enquiring and critical approach to work</li> <li>• An ability to organise and prioritise work effectively</li> <li>• Ability to communicate effectively with colleagues, patients, relatives, GPs, other specialists, nurses and allied health care professionals</li> <li>• Commitment to CME and CPD</li> <li>• Energy and enthusiasm and the ability to work under pressure responsibly</li> <li>• Evidence of participation in Appraisal/Revalidation</li> <li>• Evidence of involvement in QI work</li> <li>• Ability to work flexibly in response to the changing needs of the service</li> <li>• Willingness to work in partnership with management</li> <li>• Honesty and reliability</li> <li>• Caring attitude to patients</li> </ul>	<p>Evidence of leadership attributes</p> <p>Motivational skills</p>
<b>Other requirements</b>	<ul style="list-style-type: none"> <li>• Satisfactory pre-employment checks compliant with National Standards</li> <li>• Ability to fulfil all duties of post, including on-call commitments and travel and live to meet requirements of the post</li> </ul>	