Section 4: Person Specification

Education and QualificationsEDAISRFull registration with the GMC/eligible for registration within 6 months of CCST/CESR in Rehabilitation Addicine/ Neurorehabilitation at interview dateVV	Criteria	Essen Desira	Assessment Method				
Full registration with the GMC/eligible for registration within 6 months of CCST/CESR in Rehabilitation Medicine/ Neurorehabilitation at interview det Membership of the Royal College of Medicine of the United Kingdom or equivalent V V Eligitation Medicine/ Neurorehabilitation at interview det V V<th></th><th>Е</th><th>D</th><th>А</th><th>I</th><th>S</th><th>R</th>		Е	D	А	I	S	R
CCST/CESR in Rehabilitation Medicine/ Neurorehabilitation at interview ✓ ✓ ✓ date Membership of the Royal College of Medicine of the United Kingdom or equivalent ✓							
equivalent v v v v Higher degree e.g. PhD/ MD submitted/awarded v <td>CCST/CESR in Rehabilitation Medicine/ Neurorehabilitation at interview</td> <td>~</td> <td></td> <td>~</td> <td></td> <td></td> <td></td>	CCST/CESR in Rehabilitation Medicine/ Neurorehabilitation at interview	~		~			
Clinical Experience, Knowledge & Skills Fully trained in Rehabilitation Completion of four years of training at SpR level in Rehabilitation Medicine, or hold a current consultant post in this speciality or hold a current consultant post in this speciality or hold a current consultant post in this speciality or hold a current consultant post in this speciality or hold a current consultant post in this speciality or hold a current consultant post in this speciality or hold a current consultant post in this speciality or hold a current consultant post in this speciality or hold a current consultant post in this speciality or hold a current consultant post in this speciality or hold a current consultant post in this speciality or hold a current consultant post in this speciality or hold a current consultant post in this speciality or hold a current consultant post in this speciality or hold a current consultant post in this speciality or hold a current consultant post in this speciality or hold a current consultant post in this speciality management v v		~		~			
Fully trained in Rehabilitation ✓	Higher degree e.g. PhD/ MD submitted/awarded		✓	✓			
Completion of four years of training at SpR level in Rehabilitation Medicine, or hold a current consultant post in this speciality v <td< td=""><td>Clinical Experience, Knowledge & Skills</td><td></td><td></td><td></td><td></td><td></td><td></td></td<>	Clinical Experience, Knowledge & Skills						
or hold a current consultant post in this specialityvvv <th< td=""><td>Fully trained in Rehabilitation</td><td>\checkmark</td><td></td><td>✓</td><td>✓</td><td>✓</td><td>✓</td></th<>	Fully trained in Rehabilitation	\checkmark		✓	✓	✓	✓
Anticidate experience to manage acute medical conditions on the Rehabilitation Unit ✓ 		~		~	~	~	~
Rehabilitation UnitVVVVVAble to make decisions independently on patient care<	Interest and experience in Neurological rehabilitation is essential	\checkmark		✓	✓	✓	✓
Intervention responsibility for clinical governance and GMC Good Medical ✓ ✓		~		~	~	~	~
Practice V<	Able to make decisions independently on patient care	\checkmark		✓	✓	✓	✓
An apponder of instruction of the product of the p	Previous responsibility for clinical governance and GMC Good Medical	~		~	~	~	~
Expendence in another inclusion in an dynamic of the Rehabilitation Service Image:	All aspects of general Neurological Rehabilitation and patient care	✓		✓	✓	✓	✓
Audit Management & ITAbility to work within clinical governance guidelines </td <td>Experience in stroke medicine / complex spasticity management</td> <td></td> <td>\checkmark</td> <td>✓</td> <td>✓</td> <td></td> <td>✓</td>	Experience in stroke medicine / complex spasticity management		\checkmark	✓	✓		✓
Audit Management & ITAbility to work within clinical governance guidelines </td <td></td> <td>✓</td> <td></td> <td>✓</td> <td>✓</td> <td></td> <td>✓</td>		✓		✓	✓		✓
Instruct of the tructure of the teamImage of the teamImage of the teamIndertake audits and present data as requiredImage of the teamImage of the teamImage of the teamGood IT skills, use of patient and hospital databaseImage of the teamImage of the teamImage of the teamCompletion of Audit cycle / QIPImage of the teamImage of the teamImage of the teamImage of the teamEvidence of clinical leadership role demonstrating accountability for qualityImage of the teamImage of the teamImage of the teamResearch, Teaching Skill & ExperienceImage of the teamImage of the teamImage of the teamImage of the teamTrack record of publications in peer reviewed journalsImage of the teamImage of the teamImage of teamEvidence or providing good teaching and supervision to traineesImage of teamImage of teamImage of teamEducational qualificationImage of teamImage of teamImage of teamImage of teamContributes to improving patients experienceImage of teamImage of teamImage of teamContributes to improving patients experienceImage of teamImage of teamImage of teamCompassionate, aspirational, move them in decisions about their careImage of teamImage of teamAbility to work in partnership to deliver a patient centred serviceImage of teamImage of teamAbility to communicate with clarity and intelligence in both written andImage of teamImage of teamAbility to support and motivate members of the teamImage of team <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>							
Undertake audits and present data as required✓✓✓✓✓✓✓Good IT skills, use of patient and hospital database✓✓	Ability to work within clinical governance guidelines	✓		✓	✓		✓
Good IT skills, use of patient and hospital database✓✓✓ <th< td=""><td></td><td>✓</td><td></td><td>✓</td><td>✓</td><td></td><td>✓</td></th<>		✓		✓	✓		✓
Completion of Audit cycle / QIPImage: Completion cycle / QIPImage: Completion cycle /		✓		✓	✓		\checkmark
Evidence of clinical leadership role demonstrating accountability for quality of care, financial controls and efficient management of workforceImage: Control con		✓		✓	✓		\checkmark
Research, Teaching Skill & Experience Track record of publications in peer reviewed journals ✓ ✓ ✓ ✓ Evidence or providing good teaching and supervision to trainees ✓ ✓ ✓ ✓ Educational qualification ✓ ✓ ✓ ✓ ✓ ✓ Patient Experience ✓ ✓ ✓ ✓ ✓ ✓ ✓ Contributes to improving patients experience ✓ ✓ ✓ ✓ ✓ ✓ ✓ See patients as individuals and involve them in decisions about their care ✓ ✓ ✓ ✓ ✓ Ability to work in partnership to deliver a patient centred service ✓ ✓ ✓ ✓ ✓ Demonstrate an understanding and willingness to embrace user involvement ✓ ✓ ✓ ✓ ✓ ✓ Able to abide by the Trust CARE Values; Compassionate, Aspirational, Respectful and Excellence ✓ <td< td=""><td>Evidence of clinical leadership role demonstrating accountability for quality</td><td></td><td>~</td><td>~</td><td>~</td><td></td><td>~</td></td<>	Evidence of clinical leadership role demonstrating accountability for quality		~	~	~		~
Track record of publications in peer reviewed journals✓✓✓✓✓✓Evidence or providing good teaching and supervision to trainees✓✓✓✓✓✓Educational qualification✓✓✓✓✓✓✓✓Patient Experience✓✓✓✓✓✓✓✓✓Contributes to improving patients experience✓✓✓✓✓✓✓✓See patients as individuals and involve them in decisions about their care✓✓✓✓✓✓Ability to work in partnership to deliver a patient centred service✓✓✓✓✓✓Demonstrate an understanding and willingness to embrace user involvement✓✓✓✓✓✓Personal Qualities✓✓✓✓✓✓✓✓Ability to communicate with clarity and intelligence in both written and spoken English✓✓✓✓✓✓Ability to support and motivate members of the team✓✓✓✓✓✓Leadership skills, willingness to take responsibility, and exert appropriate authority✓✓✓✓✓Excellent interpersonal skills✓✓✓✓✓✓✓Kord collaboratively with multi-disciplinary team, understanding each✓✓✓✓✓Ability to support up of a disciplinary team, understanding each✓		1	1				
Evidence or providing good teaching and supervision to trainees✓✓✓✓✓✓Educational qualification✓✓✓✓✓✓✓✓✓Patient Experience✓✓✓ <th< td=""><td></td><td>✓</td><td></td><td>✓</td><td>✓</td><td></td><td>✓</td></th<>		✓		✓	✓		✓
Educational qualification✓✓✓✓✓✓Patient Experience✓✓✓✓✓✓Contributes to improving patients experience✓✓✓✓✓✓See patients as individuals and involve them in decisions about their care✓✓✓✓✓Ability to work in partnership to deliver a patient centred service✓✓✓✓✓Demonstrate an understanding and willingness to embrace user involvement✓✓✓✓✓Personal Qualities✓✓✓✓✓✓✓✓Able to abide by the Trust CARE Values; Compassionate, Aspirational, Respectful and Excellence✓✓✓✓✓✓Ability to communicate with clarity and intelligence in both written and spoken English✓✓✓✓✓✓Ability to support and motivate members of the team✓✓✓✓✓✓Leadership skills, willingness to take responsibility, and exert appropriate authority✓✓✓✓✓Excellent interpersonal skills✓✓✓✓✓✓Work collaboratively with multi-disciplinary team, understanding each✓✓✓✓		✓		✓	✓		✓
Contributes to improving patients experience✓✓✓✓✓See patients as individuals and involve them in decisions about their care✓✓✓✓✓Ability to work in partnership to deliver a patient centred service✓✓✓✓✓✓Demonstrate an understanding and willingness to embrace user involvement✓✓✓✓✓✓Personal Qualities✓✓✓✓✓✓✓✓✓✓Able to abide by the Trust CARE Values; Compassionate, Aspirational, Respectful and Excellence✓✓ <td></td> <td></td> <td>✓</td> <td>✓</td> <td>✓</td> <td></td> <td>✓</td>			✓	✓	✓		✓
See patients as individuals and involve them in decisions about their care </td <td>Patient Experience</td> <td>•</td> <td>•</td> <td></td> <td>•</td> <td>•</td> <td>•</td>	Patient Experience	•	•		•	•	•
Ability to work in partnership to deliver a patient centred service✓✓✓✓Demonstrate an understanding and willingness to embrace user involvement✓✓✓✓✓Personal Qualities✓✓ <td>Contributes to improving patients experience</td> <td>✓</td> <td></td> <td>\checkmark</td> <td>\checkmark</td> <td></td> <td>\checkmark</td>	Contributes to improving patients experience	✓		\checkmark	\checkmark		\checkmark
Demonstrate an understanding and willingness to embrace user involvement✓✓✓✓✓Personal QualitiesAble to abide by the Trust CARE Values; Compassionate, Aspirational, Respectful and Excellence✓✓	See patients as individuals and involve them in decisions about their care	✓		✓	✓		✓
involvementvvvvvPersonal QualitiesAble to abide by the Trust CARE Values; Compassionate, Aspirational, Respectful and ExcellencevvvvvvAbility to communicate with clarity and intelligence in both written and spoken EnglishvvvvvvvAbility to support and motivate members of the teamvvvvvvvvLeadership skills, willingness to take responsibility, and exert appropriate authorityvvvvvvExcellent interpersonal skillsvvvvvvvWork collaboratively with multi-disciplinary team, understanding eachvvvvv	Ability to work in partnership to deliver a patient centred service	✓		✓	✓		✓
involvementImage: constraint of the second seco		1		~	~		~
Able to abide by the Trust CARE Values; Compassionate, Aspirational, Respectful and ExcellenceImage: Compassionate in the company of the company. In the comp		•		·	•		•
Compassionate, Aspirational, Respectful and ExcellenceVVVVVAbility to communicate with clarity and intelligence in both written and spoken English✓✓✓✓✓✓Ability to support and motivate members of the team✓✓✓✓✓✓✓Leadership skills, willingness to take responsibility, and exert appropriate authority✓✓✓✓✓✓Excellent interpersonal skills✓✓✓✓✓✓Work collaboratively with multi-disciplinary team, understanding each✓✓✓✓✓				T	T	T	T
Compassionate, Aspirational, Respectful and ExcellenceImage: Compassionate in the second		✓		~	~	~	\checkmark
spoken EnglishvvvvvAbility to support and motivate members of the team✓✓✓✓✓Leadership skills, willingness to take responsibility, and exert appropriate authority✓✓✓✓Excellent interpersonal skills✓✓✓✓✓Work collaboratively with multi-disciplinary team, understanding each✓✓✓✓							
Leadership skills, willingness to take responsibility, and exert appropriate✓✓✓✓authority✓✓✓✓✓Excellent interpersonal skills✓✓✓✓Work collaboratively with multi-disciplinary team, understanding each✓✓✓✓	spoken English				~		~
authorityVVVExcellent interpersonal skills✓✓✓Work collaboratively with multi-disciplinary team, understanding each✓✓✓		\checkmark		\checkmark	\checkmark		\checkmark
Work collaboratively with multi-disciplinary team, understanding each				~	~		~
Work collaboratively with multi-disciplinary team, understanding each	Excellent interpersonal skills	\checkmark		\checkmark	\checkmark		\checkmark
other's unique role		~		~	~		~

Assessment Criteria Key: A= Application, I= Interview, S= Simulation, R= References