

Section 4: Person Specification

Criteria	Essential (E) Desirable (D)		Assessment Method			
	E	D	A	I	S	R
Education and Qualifications						
Full registration with the GMC/eligible for registration within 6 months of CCST/CESR in Rehabilitation Medicine/ Neurorehabilitation at interview date	✓		✓			
Membership of the Royal College of Medicine of the United Kingdom or equivalent	✓		✓			
Higher degree e.g. PhD/ MD submitted/awarded		✓	✓			
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	✓		✓	✓	✓	✓
Interest and experience in Neurological rehabilitation is essential	✓		✓	✓	✓	✓
General medical experience to manage acute medical conditions on the Rehabilitation Unit	✓		✓	✓	✓	✓
Able to make decisions independently on patient care	✓		✓	✓	✓	✓
Previous responsibility for clinical governance and GMC Good Medical Practice	✓		✓	✓	✓	✓
All aspects of general Neurological Rehabilitation and patient care	✓		✓	✓	✓	✓
Experience in stroke medicine / complex spasticity management		✓	✓	✓		✓
Ability to advise on smooth running of the Rehabilitation Service	✓		✓	✓		✓
Audit Management & IT						
Ability to work within clinical governance guidelines	✓		✓	✓		✓
Undertake audits and present data as required	✓		✓	✓		✓
Good IT skills, use of patient and hospital database	✓		✓	✓		✓
Completion of Audit cycle / QIP	✓		✓	✓		✓
Evidence of clinical leadership role demonstrating accountability for quality of care, financial controls and efficient management of workforce		✓	✓	✓		✓
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	✓		✓	✓		✓
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 other's unique role	✓		✓	✓		✓

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