

PERSON SPECIFICATION STH-24-077

Post: Consultant in Orthodontics
Directorate: Charles Clifford Dental Services
Drawn up by: Catherine Brierley
Date: September 2023

Theme	Essential	How assessed	Desirable	How assessed
Qualifications	Full and Specialist registration (with a licence to practise) with the General Dental Council (GDC) or be eligible for registration within six months of interview.	Application form	MD or PhD or equivalent	Application form
	Name on the specialist register for relevant specialty or eligible within 6 months of the date of the interview If an applicant is UK trained, they must also be a holder of a Certificate of Completion of Training (CCT) or be within six months of award of CCT by date of interview.	Application form		
	MFDS or FDSRCS plus FDS (Orth) or equivalent. Name on the GDC Specialist list in Orthodontics. SAC approved training in Orthodontics leading to Accreditation, or equivalent for other EEA national or SAC approved Fixed Term Training. Appointment in Orthodontics leading to attainment of Intercollegiate Specialty Fellowship Exam FDS (Orth) or equivalent for other EEA national	Application form	Distinctions, prizes, awards, scholarships, higher degrees, eg: MClIn Dent	Application form

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Clinical experience	Ability to work as an independent practitioner in the specialty covered by the post. Possess broad clinical experience in the general aspects of the post plus specific experience in managing and treating complex multidisciplinary cases. Interest in multidisciplinary orthodontic care, with specific focus on cleft care, joint orthognathic and joint restorative care.	Application form/ Interview	Currently employed in general dental practice, hospital services or community dental services. Experience in managing and treating complex multidisciplinary cases.	Application form and interview
Research	Ability to critically assess published research and incorporate it into clinical practice where appropriate. Interest in contributing to research.	Application form	Publications in Peer reviewed journals.	Application form
			Ideas for future research whilst in post	Interview
Teaching and training	Experience of teaching student doctors and doctors in training at all levels	Application form/ Interview	To have the ability to teach all groups of staff	Interview
			Presentations/ teaching delivered at a regional/ national level	
Continuous Professional Development	Evidence of participation in CME/CPD in the last 12 months	Application form/ Interview	Maintenance of a CPD diary or portfolio	Application form / interview
Management and Administration	Evidence of the understanding of the systems and structures of NHS Management	Interview/ Application form	Awareness of current issues in NHS Experience of working with management groups	Interview

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Clinical governance and audit	Committed to and understands the principles of clinical governance	Interview	Active involvement in a clinical governance programme	Interview
	Experience in performing clinical audit	Application form/ Interview	Completion and publication of a substantive audit project or service improvement project	Application form / interview
	Understands the principles outlined in the GDC document <i>Standards for the dental team and the Scope of Practice</i>	Interview		
	Understands the requirements of Medical Appraisal, job planning and personal development plans	Interview		
Personal attributes	Demonstrates behaviour consistent with PROUD values (see appendix)	Application form/interview		
	Ensures value for money is considered in all that they do	Interview		
	Good time management skills	Interview		
	Good oral and written communication skills	Application form/ Interview		

PROUD VALUES

These are the values that all staff at Sheffield Teaching Hospitals NHS Foundation Trust are expected to demonstrate in all that they do.

Patients First – Ensure that the people we serve are at the heart of what we do

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Respectful – Be kind, respectful, fair and value diversity

Ownership – Celebrate our successes, learn continuously and ensure we improve

Unity – Work in partnership with others

Deliver – Be efficient, effective and accountable for our actions

The Trust have developed a PROUD Behaviours framework which details specific behaviours we expect to see and do not expect to see, aligned to each of the five PROUD Values.

For further details of our services and organisational structure, including our Board of Directors, and our future plans please visit www.sth.nhs.uk/about-us