

PERSON SPECIFICATIONS for a CONSULTANT PSYCHIATRIST

This is a specification of the qualifications, experience, skills, knowledge and abilities that are required to effectively carry out the responsibilities of a Consultant Psychiatrist and forms the basis for selecting a candidate.

REQUIREMENTS	Please Tick One Box		Please Tick One Box			Method used to Support Assessment	Evidence to Support Assessment
	Essential	Desirable	Fully Met	Partially Met	Not Met		
Education/Qualifications/Registration							
Full registration with the General Medical Council (GMC) and a license to practice. Must be on the specialist register or within 6 months of gaining a Certificate of Completion of Training	√					Application form	GMC certificate, print out of online GMC registration, CCT certificate
Membership of Royal College of Psychiatrists or equivalent higher qualification in psychiatry		√				Application form	Certificate from the Royal College of Psychiatrist or other equivalent qualification
Other relevant post-graduate qualification		√				Application form	Degree certificate
Section 12(2) and Approved Clinician status (or eligibility) - qualifies to act as a Responsible Clinician	√					Application form	Letter of Section 12(2)/ Approved Clinician approval
Registered with Royal College of Psychiatrists CPD programme and in good standing	√					Application form	CPD certificate
Shared Services training up to date to be an approved trainer/clinical supervisor	√					Application form	Certificates of training
Trained as an Educational Supervisor for doctors in training		√				Application form	Certificates of training
Training as a Consultant mentor		√				Application form	Certificate of training

Knowledge & Experience							
General:							
Knowledge and observance of the requirements and duties of a doctor laid down by the GMC in Good Medical Practice.	√					Application form/Interview	
Clinical:							
Clinical knowledge of the full range mental disorders.	√					Application form/Interview	References
Experience in the assessment of complex clinical cases involving severe and enduring mental illness and significant risk histories and the ability to assertively engage and manage such cases.	√					Application form/Interview	References
Expertise in a comprehensive range of evidence based treatment and case management options including pharmacotherapy.	√					Application form/Interview	References
Knowledge of the Mental Health Act, Mental Capacity Act and safeguarding practices	√					Application form/Interview	References
Teaching:							
Experience in work place based assessments of doctors in training	√					Application form/Interview	References
Experience in teaching small and large groups		√				Application form/Interview	References
Management:							
Knowledge of clinical commissioning and external organisations that interface with an NHS Trust.	√					Interview	
Experience in organising and chairing meetings.	√					Pre-interview/Interview	References
Experience in developing policies and protocols.		√				Application form/Interview	References
Experience of service development.		√				Application	References

						form/Interview	
Governance:							
Good understanding of Trust governance structures, especially clinical governance	√					Application form/Interview	
Research:							
An understanding of the role of research within the wider service	√					Interview	
Willingness to participate in research as appropriate and within the context of the duties of the post	√					Interview	
Skills & Abilities							
General:							
Ability to be flexible and adaptable to change.	√					Pre-interview/Interview	References
Ability to effectively communicate ideas and influence others.	√					Pre-interview/Interview	References
Good knowledge of and ability to use both spoken and written English	√					Pre-interview/Interview	
Ability to organise workload and manage time and delegate responsibility where appropriate	√					Pre-interview/Interview	References
Clinical:							
Ability to practise as an independent Consultant Psychiatrist.	√					Pre-interview/Interview	References
Thoroughness and attention to detail in clinical matters	√					Pre-interview/Interview	References
Sensitivity to needs of all patients and carers.	√					Pre-interview/Interview	References
Sensitivity and awareness in clients and staff from different cultures, ethnicities, gender and sexual orientations.	√					Pre-interview/Interview	References
Teaching:							
Teaching and supervision skills for undergraduate medical students, doctors in training and multi-professional staff	√					Application form/Rre-	References

						interview/ interview	
Management & Leadership:							
Ability to work in a team environment and to develop effective working relationships on an individual and multidisciplinary basis with all levels of staff.	√					Pre-interview/ Interview	References
Ability to take on the role and responsibilities of the clinical lead	√					Interview	References
A special interest or willingness to develop one in an area which helps to meet the needs of the Trust		√				Interview	References
Governance:							
Experience in undertaking clinical audit, investigating serious incidents and handling complaints	√					Application form, interview	References
Teaching:							
Enthusiasm for pathology and willingness to share knowledge and experience	√					Interview	References
Research:							
Experience in successfully delivering research projects		√				Application form/ Interview	Publications