

Person Specification & Scoring Sheet

Job Title	Speciality Doctor Frailty/Ageing and Complex Medicine	Band	
Candidate			

NOTE: Text within this template is guidance for completing the form and must be deleted prior to publishing

	Essential Criteria The minimum essential criteria required to undertake the role.	Desirable Criteria Good to have but not essential but may assist identify the most suitable candidate at interview.	Score
Qualifications	<ul style="list-style-type: none"> • Full GMC registration • MBChB or equivalent • MRCP part 2 or Full MRCP 	<ul style="list-style-type: none"> • Additional qualifications in leadership or education • Post-graduate qualification in related field 	
Experience	<ul style="list-style-type: none"> • Minimum 3 years' experience in geriatric medicine • Experience of implementing service improvement 	<ul style="list-style-type: none"> • Experience at middle grade in Hospital Geriatric medicine • Experience of leadership 	
Skills	<ul style="list-style-type: none"> • Appropriate and up-to-date skills in geriatrics • Confidence with Geriatric medicine/Frailty syndromes • Appropriate digital skills to support working with EPR, managing consultations digitally, participating in online meetings and implementing new pathways that align with a more digitally able NHS • Ability to produce clear, accurate, timely clinical documentation • Able to work collaboratively with other health care staff • Able to effectively communicate with colleagues, patients and their family members 	<ul style="list-style-type: none"> • Advanced communication qualification 	

	<ul style="list-style-type: none"> • Able to communicate, with clarity, in written and spoken English • Ability to empathise and show sensitivity • Motivated and ambitious • Keen to expand knowledge and learn new skills • Able to take responsibility, make decisions and show leadership • Ability to organise own work and demonstrate good time management • Probity – displays honesty, integrity, aware of ethical dilemmas, respects confidentiality 		
Knowledge	<ul style="list-style-type: none"> • An understanding of the assessment and management of common geriatric presentations in hospital and frailty syndromes. • An understanding of comprehensive geriatric assessments • An awareness of national targets and standards 	<ul style="list-style-type: none"> • Specific courses or conference relating to Frailty/Comprehensive geriatric assessments 	
Additional	<ul style="list-style-type: none"> • A good understanding of the audit cycle and management of change • Evidence of involvement in local audit • Demonstrates understanding of research principles and data analysis • Enthusiasm for teaching • Evidence of formal teaching of different student groups • Fit to undertake full range of duties subject to workplace health and wellbeing screening • Speak English to an appropriate standard relevant to their role, i.e. with confidence and accuracy, using correct sentence structures and vocabulary, and without hesitation 	<ul style="list-style-type: none"> • Evidence of involvement in regional or national audit • Presentations, publications, prizes • Evidence of papers/ presentations at national or international meetings or published in peer review journals • Evidence of completion of a higher degree • Teaching qualification 	

WWL Behaviours	<p>When we are:</p> <p>Compassionate We take time to show kindness and care to others</p> <p>Respectful We recognise that everyone counts and makes a valuable contribution</p> <p>Accountable We take personal responsibility for ourselves and our actions</p> <p>Collaborative We actively seek opportunities to work in partnership with others</p> <p>Forward Thinking We seek out new and creative way of working to make a positive difference.</p>	
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Total Score:	
Out of total possible score:	

Comments	<p>Please record here any pertinent comments following interview, particularly details of how the candidate meets, or fails to meet, the requirements of the person specification;</p>
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Scoring Key: <ol style="list-style-type: none"> 1. Showed multiple clear evidence of a likely lack of competence in relation to the essential criteria 2. Showed sufficient negative evidence to be judged lacking in ability in relation to the essential criteria 3. Showed more positive than negative evidence of meeting the essential criteria 4. Showed clear evidence of meeting the required criteria and some of those in the desirable criteria 5. Showed multiple clear evidence of meeting all of the essential and desirable criteria 		
Signature:		Date:
Print name:		Position: