Sandwell and West Birmingham Hospitals NHS Trust

PERSON SPECIFICATION

Post Title: Specialist Podiatrist – Diabetes
Band 6

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
EXPERIENCE	Post graduate experience of a range of complex foot problems including diabetic/vascular clinics, nail surgery, rheumatology and bio-mechanical assessments	AF & I	Involvement in audit and research	AF & I
	Experience of working as part of a Podiatry team and the wider MDT (e.g Medical staff, Physiotherapists, Orthotists)	AF & I		
	Experience of delegating to and supervising Podiatry Assistants and Technical Instructors.	AF & I		
	Contribution to the clinical education of less experienced staff or undergraduate Podiatry students.	AF & I		
QUALIFICATIONS	Degree/Diploma in Podiatry	AF	Membership of Society of Chiropodists and Podiatrists.	AF
	HPC Registration	AF		
	Portfolio evidence of CPD	PF		
PERSONAL QUALITIES	Able to work as a team member	AF & I		
	Reliable, flexible and self-motivated and unable to work under pressure	AF & I		
	Able to demonstrate initiative and commitment to self-directed learning	AF, I & PF		
	Innovative and able to make recommendations for service improvement	AF & I		
MANAGEMENT/ SUPERVISION/ CO-ORDINATION SKILLS	Excellent time management and able to organise and prioritise own caseload	AF & I		
	Able to fully complete tasks within	AF & I		

	agreed deadlines			
	Able to organise, supervise and delegate tasks to support workers.	AF & I		
	Able to supervise and educate students	AF & I		
COMMUNICATION Written skills	Able to adhere to Trust and documentation standards.

Able to write complex patient reports | I

AF & I | Contribute to reviewing and writing service protocols | I |
| COMMUNICATION Verbal Skills | Able to speak, receive and issue instructions in English concerning patients without risk of misunderstandings in group and individual settings

Able to communicate effectively with colleagues in face to face contact, telephone contact, e-mail contact and internal and external meetings.

Able to communicate with patients and carers sensitively and with reassurance | I

I

I | Competent IT skills including presentations | AF & I |
| RESPONSIBILITY FOR FINANCIAL AND PHYSICAL RESOURCES | Able to assist in stock control management

Able to use and demonstrate to staff, carers & patients the safe use of equipment and appliances | AF & I

AF & I | | |
| KNOWLEDGE Able to demonstrate:- | Specialist theoretical knowledge of a broad range of pathologies to underpin practice.

Specialist knowledge in the management of the at risk diabetic foot

Knowledge of Clinical Governance and its implications for the Service

Ability to comprehend and work within Trust policies of data protection, equal opportunities and health and safety | AF & I

AF & I

AF & I

AF & I | | |

PHYSICAL SKILLS	Able to demonstrate highly developed dexterity, coordination & palpating senses for assessment & treatment of patients	I		
	Able to carry out concurrent activities involving frequent moderate to intense physical effort for several long periods manoeuvring patients and equipment throughout the working day	AF & I		
MENTAL EFFORT	Able to carry out frequent, long periods of medium-intense concentration carrying out assessments, planning treatment programmes, supervising support workers and more junior staff and	AF & I		
	Able to respond to interruptions in work patterns in response to service needs deadlines and in response to bleeps and phone calls.	AF & I		
WORKING CONDITIONS	Able to cope with daily exposure to unpleasant conditions including soiled linen, sputum, blood and body odours.	I		
	Able to cope with occasional exposure to vomit, blood, contaminated equipment, patients with infections or infestations and physical and verbal aggression.	I		
EMOTIONAL EFFORT	Able to cope working in a stressful environment with patients and carers of patients presenting with disabilities, chronic or terminal conditions, including g those with limited recovery potential	AF & I		
	Able to deal sensitively with patients with high levels of anxiety/aggression caused by pain, dementia and limited	AF & I		

How Tested: AF = Application Form T = Test PR = Presentatio
             I = Interview PF = Portfolio