

PERSON SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> Entry on the GMC specialist register in Dermatology or be eligible for entry (within six months of attaining Certificate of Completion of Training) at the time of interview and hold a licence to practice. Full GMC registration with a licence to practise MBBS or equivalent MRCP or equivalent Assessment: Application form	<ul style="list-style-type: none"> MD or PhD
Knowledge & Skills	<ul style="list-style-type: none"> Ability to advise on efficient and smooth running of the dermatology service Ability to organise and manage a Dermatology service Ability to manage and lead members of the multi-disciplinary team Experience of audit management Ability and willingness to work within the Trust and NHS performance framework and targets All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues which could be demonstrated by one of the following:- <ul style="list-style-type: none"> PLAB 1 PLAB 2 If applicants believe that they have adequate communication skills, but do not fit into one of the examples they need to provide evidence. Assessment: Application form, Interview and references	<ul style="list-style-type: none"> 5 years supervised training in an appropriate SpR equivalent training programme
Experience	<ul style="list-style-type: none"> Clinical training and experience equivalent to that required for gaining UK CCT in Dermatology Ability to take full and independent responsibility for clinical care of patients 	<ul style="list-style-type: none"> Five years supervised training in an appropriate SpR training programme or equivalent

	<ul style="list-style-type: none"> • Experience in management of Dermatology in-patient and out-patient medicine • Ability to offer expert clinical opinion on a full spectrum of Dermatology patients Assessment: Application form	
Teaching and Training	<ul style="list-style-type: none"> • Experience of supervising F1s, F2s and SpRs • Ability to teach clinical skills • Experience of workplace- based assessment • Experience in developing and delivering undergraduate teaching Assessment: Interview and references	<ul style="list-style-type: none"> • Experience of teaching basic clinic skills to undergraduates • Ability to supervise postgraduate research •
Management & Audit Training	<ul style="list-style-type: none"> • Ability to advise on efficient and smooth running of the Dermatology service • Ability to organise and manage day to day service delivery e.g. out-patient priorities • Ability to manage and lead strategic developments in service delivery • Experience of audit management • Ability and willingness to work within the Trust and NHS performance framework and targets Assessment: Application form and Interview	
Research & Publications	<ul style="list-style-type: none"> • Ability to apply research outcomes to clinical problems • Publications in peer reviewed journals Assessment: Interview	<ul style="list-style-type: none"> • Ability to supervise research projects
Personal Skills & Qualities	<ul style="list-style-type: none"> • The ability to work as a team member • Acceptance of management and administrative duties by working within a structured hospital team for the greater good • Ability to communicate effectively with patients, relatives, GPs, nurses and other agencies • Commitment to Continuing Medical Education and the requirements of Clinical Governance 	<ul style="list-style-type: none"> • Has ability to travel to rural locations

	Assessment: Application form, Interview & references	
Special Aptitudes	<ul style="list-style-type: none"> • Capacity to accept full responsibility to lead a clinical team • To teach and train all human resources from a wide spectrum of skills, background, abilities and experience Assessment: Application form, Interview & references	
Appraisal	<ul style="list-style-type: none"> • To have training and experience in appraisal systems Assessment: Application form & Interview	
Clinical Governance	<ul style="list-style-type: none"> • To have a broad understanding of all elements of, and a commitment to the principles of Clinical Governance Assessment: Interview	
Standards	<ul style="list-style-type: none"> • To have a thorough knowledge and demonstrable understanding of “Good Medical Practice” from the GMC Assessment: Interview	

The Advisory Appointments Committee will use these criteria throughout the appointment process to select the most suitable candidate.

Candidates should therefore ensure that the criteria are fully addressed in their applications.