



Person Specification / Interview Score Sheet

Job Title: Consultant Paediatrician

Accountable to: Clinical Director

Criteria	Essential Criteria	Desirable Criteria	Mgmt Score	Essential HI*	Desirable HI*
Qualifications	Full GMC Registration MRCPCH or equivalent CCT in Community/General Paediatrics or eligible for above within 6 months of appointment. Appropriate valid Child Protection qualifications (minimum Level 3)	Level 4 safeguarding	A	A	A
Experience	Wide community paediatric experience including neurodisability Experience teaching medical students Safeguarding experience	Experience in or desire to work towards Named Doctor role.	A/I	A/I	A/I
Technical Skills Competencies	Basic management skills. Good understanding of the structure and processes within the NHS including clinical governance. An understanding of research methodology and critical appraisal. Involvement in clinical governance. Evidence of publications / presentations. Good organisational and time-management skills. Good IT skills.	Training in teaching/education. Involvement in national/regional audit activity. Research experience Appraisal & assessment skills Ability to work as part of a team leading the medical care of children's safeguarding. Develop understanding of safeguarding assessments.	A/I	A/I	A/I

Knowledge	Highly motivated, a good team player, ability to develop good working relationships. Drive and enthusiasm Good communication skills Commitment to continuing personal development.		ALL	ALL	ALL
Other requirements specific to the role	Demonstrate ability to lead a multidisciplinary clinical team.	To demonstrate a commitment to further develop leadership and management skills	ALL	ALL	ALL
Personal Attributes	Able to provide on-call commitment and attendance in a timely and appropriate manner. Ability to work the hours required to ensure satisfactory performance of duties.		I	I	I
Language requirement	Be able to speak English as necessary to undertake the role	Total Score			

Scoring Key:	
1	Does not meet criteria
2	Below requirement (serious shortcomings)
3	Acceptable level of competence (some shortcomings in performance)
4	Acceptable level of competence (quality evidence provided)
5	Exceptional standard

*HI – How Identified	
A	Application form
I	Interview
T	Test
P	Presentation