

**SPECIALTY DOCTOR PSYCHIATRIST APPOINTMENT PERSON SPECIFICATION**

Abbreviations for when assessed: S Screening prior to shortlisting A Shortlisting from application form I Panel interview R References

	<b>ESSENTIAL</b>	<b>WHEN ASSESSED</b>	<b>DESIRABLE</b>	<b>WHEN ASSESSED</b>
<b>QUALIFICATIONS</b>	MBBS or equivalent medical qualification.	S	MRCPsych OR a specialist qualification from an EU country that complies with EU directive 2005/36/EU.	A
<b>ELIGIBILITY</b>	Fully registered with the GMC with a licence to practise at the time of appointment.	S	In good standing with GMC with respect to warnings and conditions on practice.  Approved under S12 OR able to achieve with 6 months of appointment	S  S
<b>TRANSPORT</b>	Holds and will use valid UK driving licence OR provides evidence of proposed alternative	S		
<b>CLINICAL SKILLS, KNOWLEDGE &amp; EXPERIENCE</b>	At least 4 years postgraduate experience, including at least 2 years in core psychiatry training programme  Good knowledge in specialty	A  A I	Postgraduate experience in specialty	A I

	<p>Good clinical skills using bio-psycho-social perspective and wide medical knowledge</p> <p>Good oral and written communication skills in English</p>	<p>A I</p> <p>A I R</p>		
<b>ACADEMIC SKILLS &amp; LIFELONG LEARNING</b>	<p>Participated in continuous professional development</p> <p>Able to use and appraise clinical evidence</p> <p>Has actively participated in clinical audit.</p>	<p>A I</p> <p>A I</p> <p>A I</p>	<p>Able to deliver undergraduate and postgraduate teaching and training</p> <p>Reflected on purpose of CPD undertaken</p> <p>Participated in research or service evaluation</p>	<p>A I</p> <p>A I</p> <p>A I</p>
<b>PROFESSIONAL &amp; PERSONAL QUALITIES</b>	<p>Shows empathy and sensitivity.</p> <p>Copes under pressure.</p> <p>Works co-operatively in a multi-disciplinary team.</p> <p>Evidence of annual appraisal and commitment to appraisal and revalidation.</p>	<p>I R</p> <p>I R</p> <p>I R</p> <p>A I R</p>	<p>Manages own time, workload and prioritises work</p> <p>Able to use electronic records and use IT for email, internet and office software</p>	<p>I R</p> <p>A I R</p>

<b>LEADERSHIP</b>	Reflects on own performance and behaviour, seeking and acting on feedback.	A I	<p>Shows commitment to quality through knowledge of quality improvement and lean thinking methodology OR able to achieve within one year of appointment</p> <p>Able to deputise for consultant psychiatrist.</p> <p>Knowledge of structure and management of the NHS and the Trust.</p>	<p>A I</p> <p>I</p> <p>A I</p>