

Standardised Person Specification Framework

Requirements	Essential	Desirable	Measured By
Qualifications	<ul style="list-style-type: none"> MRCPCH by examination or equivalent. Full GMC registration. On the GMC's Specialist Register OR within six months of CCT at time of scheduled interview. <p>Note: CESR applicants must be on the Specialist Register at the point of application</p> <p>Note: The International Recruitment & AAC Team can advise on MRCPCH equivalence</p>	<ul style="list-style-type: none"> Higher degree, e.g. MSc, MD, PhD in Paediatrics <p>Note: The International Recruitment & AAC Team can advise on these qualifications</p> <p>Note: In some countries the MD is the primary medical qualification, not a postgraduate qualification</p>	Application
Clinical experience	<ul style="list-style-type: none"> Is able to demonstrate having achieved the competencies equivalent to the Highest Specialist Paediatric Training. <p>Note: For subspecialty posts or posts with more than forty percent subspecialty work, applicant must fulfil the required criteria from that subspecialty. The relevant CSAC can advise here. As the attached Representative you will be a member of the relevant subspecialty.</p> <ul style="list-style-type: none"> Valid APLS and NLS Valid Level 3 Safeguarding Training 	<ul style="list-style-type: none"> Experience working in NHS Wider experience, research, and training, in providing subspecialty service (if applicable.) 	Application and interview
Knowledge and skills	<ul style="list-style-type: none"> Willing to work unsupervised and make decisions Good communication skills, including communicating bad news Demonstrated ability to manage time effectively Meets the requirements of the GMC's 'Good Medical Practice' 	<ul style="list-style-type: none"> Knowledge of risk management, annual job planning, appraisal review process, etc. 	Application and interview

Academic	<ul style="list-style-type: none"> • Evidence of participation in clinical audit/QI project, understanding the role of these in improving the medical practice • Experience and knowledge of critical appraisal of evidence, so as to improve clinical outcomes • Willingness to teach all grades of professional multidisciplinary staff 	<ul style="list-style-type: none"> • Research degree • 'Training the Trainers' certification 	Interview
Management	<ul style="list-style-type: none"> • Knowledge of the management and structure of the NHS • Understanding of management issues including medical management, clinical governance, service planning, and quality improvement 	<ul style="list-style-type: none"> • Evidence of leadership attributes and experience • Evidence of motivational skills 	Interview
Personal	<ul style="list-style-type: none"> • Ability to communicate effectively with patients, their relatives, colleagues, managers, other agencies, and staff at all levels • Energy and enthusiasm • Ability to work under pressure • Flexible approach • Caring attitude to patients, carers, and colleagues 		Interview
Other	<ul style="list-style-type: none"> • Ability to fulfil all of the duties of the post, including on-call commitments and travel requirements • Satisfactory Enhanced DBS and required immigration status 		Application