PERSON SPECIFICATION 2027

PAEDIATRICS - ST1

ELIGIBILITY TO APPLY

Please make sure you meet all below eligibility criteria before applying.

QUALIFICATIONS

You must hold a Bachelor of Medicine, Bachelor of Surgery (BMBS, MBBS) degree or other equivalent medical qualification.

REGISTRATION & RIGHT TO WORK

You must:

- Be eligible to work in the UK.
- Hold full registration with the General Medical Council (GMC) at the time of application, **and** hold a current licence to practise on the date your post commences.
- Meet the standards set out in *Good Medical Practice*, and not be subject to fitness to practise conditions which would prevent you taking up the post or performing fully within it.

You **must not**

- Hold, nor be eligible to hold, a Certificate of Completion of Training (CCT) for this specialty, **nor**
- Already be eligible for the specialist register for this specialty, including through the Portfolio Pathway.

CAREER HISTORY

You must be able to provide complete details of your employment history, including any gaps.

DISCLOSURE

- You must complete all sections of the application form fully and truthfully, in accordance with written guidelines.
- You must disclose in your application if you are subject to any ongoing fitness to practise proceedings or are subject to any fitness to practise conditions.
- **If you are currently in specialty training** and applying to continue training in the same specialty in another region, you must obtain a Support for Application to another region form signed by the Training Programme Director/Head of School of your current Specialty Training Programme. This must confirm satisfactory progress and be submitted with your application.

- **If you have previously resigned, been removed from, a training programme in any specialty**, you must obtain a Support for Reapplication to Specialty Training form signed by the Training Programme Director/Head of School and Postgraduate Dean from the region you previously undertook training in. This must be submitted with your application.
- **If you have previously resigned, been removed from, or relinquished a Foundation post or training programme** and failed to gain the award of a Foundation Programme Certificate of Completion (FPCC), or Foundation Achievement of Competence Document 5.2 (FACD 5.2) you must obtain a Dean's Supporting Declaration proforma signed by the Postgraduate Dean from the region you previously undertook Foundation training in. This must be submitted with your application.

CAPABILITY/COMPETENCES AND EXPERIENCE

Capability/Competences

You must have evidence of achievement of foundation competences in the three and a half years preceding the advertised post start date for the vacancy, via one of the following four methods:

- Current employment in a UK Foundation Programme Office (UKFPO) affiliated foundation programme; **or**
- Current employment in a GMC approved Specialty Training Programme holding either a National Training Number (NTN) or Deanery Reference Number (DRN); **or**
- A *Foundation Programme Certificate of Completion* (FPCC) from a UK affiliated foundation programme; **or**
- 12 months medical experience after full GMC registration (or equivalent post licensing experience), and a Certificate of Readiness to Enter Specialty Training (CREST).

Experience

You should have no more than 24 months (2 years) experience (whole time equivalent) in Paediatrics (not including Foundation modules) at the point of application. All experience in posts at any level in this specialty count, irrespective of the country the experience is gained. There is no minimum amount of Paediatrics experience required for ST1 entry.

SELECTION CRITERIA

In addition to the following selection criteria, the Medical Training (Prioritisation) Act 2026 will apply to all recruitment using this person specification.

SELECTION CRITERIA FOR ALL CT1/ST1 SPECIALTIES

Essential selection criteria

Eligibility

- You meet all criteria specified in the Eligibility to Apply section above.

Clinical knowledge

- Interest in, and understanding of, the training programme.

Workplace skills

- Ability to work in multi-professional teams and supervise colleagues.
- Ability to lead, make decisions, organise and motivate other team members.
- Ability to manage/prioritise own and others' time effectively, including administrative tasks.
- Ability to work safely under pressure and deliver good clinical care in the face of uncertainty.
- Ability to monitor developing situations and anticipate issues.
- Good basic IT skills, including Microsoft 365,, email, and ability to learn new systems.

Academic knowledge

- Understanding of research, including awareness of ethical issues.
- Understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety, and clinical quality improvement initiatives.
- Knowledge of evidence-informed practice.

Personal skills

- Commitment to personal and professional development.
- Ability to work on own initiative, demonstrating professional curiosity.
- Strong attention to detail, preparation and planning.
- Ability to communicate messages effectively to a range of audiences.
- Ability to negotiate and build positive professional relationships.
- Strong problem-solving skills, with a scientific approach to problem solving.

Values

- Understands, respects, and demonstrates the values of the NHS

Desirable selection criteria

Knowledge and experience

- Understanding of NHS management and resources.
- Experience of management.
- Experience of research.
- Experience of audit and quality improvement.
- Experience of teaching.

ADDITIONAL SELECTION CRITERIA FOR PAEDIATRICS ST1

Essential selection criteria

Clinical skills

- Recognition of, and ability to undertake the initial management of, an acutely ill young patient (conditions will be those seen in adult training but applied to child no younger than 3 years of age), and to continue to manage as part of a multidisciplinary team.
- Demonstrates an understanding of the rewards and challenges of negotiating and working with children, young people and their parents or carers, in co-developing management plans.

Coping with pressure and managing uncertainty

- Describes coping strategies to help with workplace stresses and promote wellbeing.

Commitment to specialty

- Demonstrates passion for working with children and their families.
- Shows understanding of challenges of working within Paediatrics.
- Demonstrates some awareness of Paediatric safeguarding.