PERSON SPECIFICATION 2027

PAEDIATRICS – ST3

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 are 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, or 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.

CAPABILITY/COMPETENCES, EXPERIENCE AND PROFESSIONAL EXAMINATIONS

Capability/Competences

You must have evidence of achievement of **paediatric capabilities commensurate with a trainee who has completed ST2, as defined by the** Paediatric RCPCH **Progress+ curriculum,** by point of application. This must be evidenced via one of the following routes:

- If you are currently in a recognised UK Paediatric Training Programme - Evidence of a satisfactory ARCP (Annual Review of Competence Progression) and completion of ST2, prior to commencing an ST3 post. Evidence should be provided by way of sharing portfolio evidence with the administrative team in the region that you will be starting ST3 training in.

Or

- If you have previously trained in a recognised UK Paediatric Training Programme - Evidence of obtaining a satisfactory ARCP (Annual Review of Competence Progression) outcome. Evidence should be provided in the form of a screenshot/download of the relevant ARCP section of the applicant's Paediatric e-portfolio, uploaded to the documents section of the Oriel application form.

Or

- A completed *Certificate of Completion of Core Paediatric Capabilities*.

Experience

You must have at least 12 months' experience (whole time equivalent) of working in Paediatrics, at the point of application (not including Foundation modules); this must include, at least:

- 6 months in Neonatology.
- 6 months in General Paediatrics.

If you **wish to be considered for Locum Appointment for Training posts (where available)** you must have no more than 24 months experience in LAT posts in this specialty by the advertised post start date for the vacancy.

Professional Examinations

You must have achieved success in two of the three written Membership of the Royal College of Paediatrics and Child Health (MRCPCH) papers at time of application and within the last 7 years

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 ST3 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.

Ability to reflect on personal and professional skills and behavioursValues:

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

Knowledge and experience

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

ADDITIONAL SELECTION CRITERIA FOR PAEDIATRICS ST3

Essential selection criteria

Clinical skills

- Ability to apply sound clinical knowledge, skills, and judgement to improve patient care.
- Recognition of, and ability to undertake the initial management of, an acutely ill patient in a paediatric and neonatal setting.
- Demonstrable competence of, and recognition of safeguarding concerns around children and young people with appropriate escalation.

Empathy, sensitivity & well-being

- Capacity to take in others' perspectives and treat patients, parents, carers, and fellow staff members with respect and humility.
- Ensures that everyone is listened to and respected.
- Describes coping strategies to help with workplace stresses and promote wellbeing.

Commitment to specialty

- Demonstrable interest in, and understanding of, the specialty and its challenges.
- Demonstrates passion for working with children and their families.
- Evidence of self-reflective practice.

Desirable selection criteria

Clinical skills

- Demonstrable competence of training in paediatric and neonatal life support.

Teaching

- Evidence of interest in, and experience of, teaching.

Research, Audit and Quality Improvement

- Evidence of relevant academic and research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements

- Evidence of active participation in audit and quality improvement projects

Management and leadership skills

- Evidence of leading clinical teams.
- Evidence of personal achievement outside medicine, that demonstrates ability to achieve goals/lead, despite other responsibilities/adversity.

Commitment to specialty

- Extracurricular activities/achievements that demonstrate relevant learning and personal development.