

LEEDS TEACHING HOSPITALS NHS TRUST

PERSON SPECIFICATION

POST Clinical research fellow in Spondyloarthritis			
SPECIALTY Musculoskeletal			
REQUIREMENTS	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
ELIGIBILITY	<p>All applicants must hold the MRCP or equivalent qualification and be experienced in Scleroderma research</p> <p>Eligible for full registration with the GMC at time of appointment and hold a current licence to practice</p> <p>Fellow/member of one of the Royal colleges or equivalent</p> <p>Eligibility to work in the UK.</p>		<p>Application form</p> <p>Pre-Employment check</p>
FITNESS TO PRACTISE	Is up to date and fit to practise safely		<p>Application form</p> <p>References</p>
LANGUAGE SKILLS	<p>All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues demonstrated by one of the following:</p> <ul style="list-style-type: none"> • That applicants have undertaken undergraduate medical training in English; or • have achieved the following scores in the academic International English Language Testing System (IELTS) in a single sitting within 24 months at time of application – Overall 7, Speaking 7, Reading 7, Writing 7. <p>If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence.</p>		<p>Application form</p> <p>Interview/Selection centre</p>
HEALTH	Meets professional health requirements (in line with GMC standards/Good Medical Practice)		Pre-employment health screening

CLINICAL EXPERIENCE	<p>Evidence of previous experience working in a research setting</p> <p>Evidence of achievement of Foundation competencies from a UKFPO affiliated Foundation Programme or equivalent by time of appointment in line with GMC standards/Good Medical practise.</p> <p>Evidence of achievement of CT/ST1 competencies in medicine (as defined by the curricula relating to Core Medical training)</p>		<p>Application form Interview / Selection centre References</p>
CAREER PROGRESSION	<p>Ability to provide complete details of employment history</p> <p>Evidence that career progression is consistent with personal circumstances</p> <p>Evidence that present achievement and performance is commensurate with totality of period of training</p> <p>At least 2 years' experience in scleroderma research</p>	<p>Research experience gained through an MSc or other higher degree would be advantageous.</p>	<p>Application form</p> <p>Interview/Selection centre</p>
KNOWLEDGE	<p>Have a clear understanding of the importance of research</p> <p>Understanding of academic challenges facing scleroderma research</p> <p>Demonstrates awareness of the basics of managing medical/surgical conditions, including emergencies.</p> <p>Appropriate knowledge base and ability to apply sound clinical judgement to problems</p> <p>Able to demonstrate proficiency in a range of medical procedures as an indication of manual dexterity and hand-eye coordination</p> <p>Evidence of competence in management of emergencies and in-patients through continuous work-based assessments, and portfolio evidence.</p> <p>Evidence of competence to work without direct supervision where appropriate</p> <p>Demonstrate current ALS certification or equivalent</p>		<p>Application form Interview / Selection centre References</p>
PERSONAL SKILLS	<p>Communication Skills: Ability to build, maintain and develop effective working relationships inside and outside the University</p> <p>Demonstrates clarity in written/spoken communication & capacity to adapt language as appropriate to the situation</p>		<p>Application form Interview / Selection centre References</p>

Effective interpersonal and communication skills ,including presentational

Able to build rapport, listen, persuade & negotiate

Highly motivated

Problem Solving & Decision Making:

Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach

Empathy & Sensitivity:

Capacity to take in others' perspectives and treat others with understanding; sees patients as people

Demonstrates respect for all

Managing Others & Team

Involvement:

Able to work in multi-professional teams & supervise junior medical staff

Ability to show leadership, make decisions, organise and motivate other team members for the benefit of patients through, for example, audit and quality improvement Projects

Capacity to work effectively with others

Ability to effect change

Organisation & Planning:

Capacity to manage/prioritise time and information effectively

Capacity to prioritise own workload & organise ward rounds

Evidence of thoroughness (is well prepared, shows selfdiscipline/ commitment, is punctual, able to deliver and meets deadlines

Understanding of literature searching techniques and statistics

Able to work on multiple projects

Vigilance & Situational Awareness:

Capacity to monitor developing situations and anticipate issues

Coping with Pressure and managing uncertainty:

Capacity to operate under pressure

	<p>Demonstrates initiative & resilience to cope with changing circumstances</p> <p>Is able to deliver good clinical care in the face of uncertainty</p> <p>Determined and resilient</p>		
PROBITY	<p>Professional Integrity: Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality)</p> <p>Capacity to take responsibility for own actions</p>		<p>Application form</p> <p>Interview / Selection centre</p> <p>References</p>