## CONSULTANT PERSON SPECIFICATION

<table>
<thead>
<tr>
<th>CRITERIA + REQUIREMENTS</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
<th>MEASURED BY</th>
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</table>
| **Qualifications**      | • Entry on GMC Specialist Register; eligible for entry on Register or within six months of receipt of Certificate of Completion of Training (CCT) at time of interview  
• Evidence of Continuing Professional Development including CME  
• MRCP or equivalent | • Higher degree (e.g. MD or PhD) or evidence of other relevant postgraduate experience achieved or about to be awarded. | • GMC Certificate  
• Higher Specialist Training  
• CV  
• University Certificates |
| **Clinical Experience & Knowledge** | • Clinical training and experience equivalent to that required to gain UK CCT in rheumatology.  
• Appropriate experience in General Medicine or multi-system disease management compatible with managing acute inpatient referrals to rheumatology.  
• Ability to take full and independent responsibility for clinical care of patients with the full spectrum of rheumatic disease  
• An understanding of the requirements of Clinical Governance and Audit. | • Evidence of sub-specialty expertise | • Higher specialist Training  
• Log Book/Portfolio  
• Interview  
• References |
| **Management Experience & Decision Making** | • Ability to manage and lead a clinical team  
• Ability to organise and manage outpatient/inpatient priorities in accordance with Trust requirements  
• Ability and willingness to work within the Trust and NHS performance framework and targets  
• Experience of audit  
• Knowledge of Complaints; ethical issues and Clinical Governance | • Formal audit publication  
• Evidence of innovation in the workplace  
• Time Management Skills | • Interview  
• Interview Scenario  
• Audit Publications  
• Logbook  
• References |
| Teaching & Research Experience | • Understanding of training systems and active participation in training structures/trainee supervision  
• Experience of teaching medical students  
• Ability to teach clinical skills  
• Evidence of understanding clinical research processes,  
• Ability to apply research outcomes to clinical problems | • Ability to supervise postgraduate students / research  
• Research Proposal Experience  
• Research Grant success  
• Publication in peer-reviewed journal | • Interview  
• Reference  
• Educational supervisor accreditation  
• CV  
• Publication Check |
| Communication And Other Attributes | • Ability to work effectively in a team & with colleagues from a wide range of professional and organizational backgrounds  
• Excellent interpersonal and relationship building skills  
• Ability to communicate effectively with patients, relatives, GPs, nurses and other agencies  
• Ability to understand patient and carer /family requirements  
• Ability to persuade and influence  
• Good presentational skills including complex clinical & managerial information to a wide range of audiences  
• Ability to maintain composure and set high standards of behavior when under pressure  
• Enquiring, critical approach to work  
• Caring and kind attitude to patients  
• Ability to work effectively with those who may express strong opposing views  
• Good IT skills | • Good knowledge of wider health debate & NHS structures | • Interview  
• Topic Presentation  
• Team Leadership Skills  
• Interview Scenario  
• Multi-tasking skills |
| Additional Requirements | • Occupational Health Clearance  
• Flexibility & agreement to undertake routine work during premium time as necessary for service requirements. | • Valid UK driving license | • Occupational Health Screening report  
• Check License  
• Application form on basis of JD and PS |