

## PERSON SPECIFICATION

### NORTH WESTERN DEANERY TRAINING PROGRAMME IN PAEDIATRIC HISTOPATHOLOGY

#### Application to enter Specialty Training at ST3: Paediatric Histopathology

Entry Criteria		
Essential		When Evaluated <sup>1</sup>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification.</li> <li>• Must either have achieved FRCPath Part I or be in a position to achieve this reasonably soon following appointment</li> </ul>	Application form
<b>Eligibility</b>	<ul style="list-style-type: none"> <li>• Eligible for full registration with the GMC at time of appointment<sup>2</sup> and hold a current licence to practice.<sup>3</sup></li> <li>• Evidence of achievement of Foundation competences from a UKFPO affiliated Foundation Programme or equivalent by time of appointment<sup>2</sup> in line with GMC standards/ Good Medical Practice including: <ul style="list-style-type: none"> <li>• Good clinical care</li> <li>• Maintaining good medical practice</li> <li>• Good relationships and communication with patients</li> <li>• Good working relationships with colleagues</li> <li>• Good teaching and training</li> <li>• Professional behaviour and probity</li> <li>• Delivery of good acute clinical care</li> </ul> </li> <li>• Evidence of achievement of ST1 competences in histopathology at time of appointment<sup>2</sup> and ST2 competences in histopathology by time of appointment<sup>2</sup>, supported by evidence from work-based assessments of clinical performance (DOPS, Mini-CEX, CBD, ACAT) and Multisource Feedback or equivalent</li> <li>• Must be eligible to work in the UK</li> </ul>	Application form Interview / Selection centre <sup>4</sup>
<b>Fitness To Practise</b>	Is up to date and fit to practise safely.	Application form References
<b>Language Skills</b>	<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"> <li>• <i>that applicants have undertaken undergraduate medical training in English; or</i></li> <li>• <i>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, Listening 7, Reading 7, Writing 7.</i></li> </ul>	Application form Interview / Selection centre

	If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence.	
<b>Health</b>	Meets professional health requirements (in line with GMC standards/Good Medical Practice).	Application form Pre-employment health screening
<b>Career Progression<sup>5</sup></b>	<ul style="list-style-type: none"> <li>• Ability to provide a complete employment history</li> <li>• Evidence that career progression is consistent with personal circumstances</li> <li>• Evidence that present achievement and performance is commensurate with totality of period of training</li> <li>• Must demonstrate some interest in paediatric histopathology</li> </ul>	Application form
<b>Application Completion</b>	ALL sections of application form completed FULLY according to written guidelines	

### Selection Criteria:

	Essential	Desirable	When Evaluated
<b>Career progression</b>	As above	Evidence that most recent ARCP/RITA outcome or equivalent was satisfactory	Application form
<b>Clinical skills</b>	<b>Clinical Knowledge &amp; Expertise:</b> <ul style="list-style-type: none"> <li>• Demonstrates appropriate knowledge base and sound clinical judgement</li> <li>• Demonstrates awareness of autopsy practice and basic knowledge of Coroner's Rules and Human Tissue Act, 2004 at a level appropriate to experience.</li> </ul>		Application form Interview / Selection centre References
<b>Academic Research skills</b>	<b>Research Skills:</b> <ul style="list-style-type: none"> <li>• Demonstrates understanding of the importance of audit &amp; research</li> </ul>	Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements <ul style="list-style-type: none"> <li>• Evidence of active participation in audit</li> <li>• <b>Teaching:</b> evidence of interest &amp; experience in teaching</li> </ul>	Application form Interview / Selection centre References
<b>Personal skills</b>	<b>Problem Solving &amp; Decision Making:</b> <ul style="list-style-type: none"> <li>• Capacity to use clear, logical thinking with an analytical/scientific approach, capacity to make decisions</li> </ul> <b>Organisation &amp; Planning:</b>		Application form Interview / Selection centre References

	<ul style="list-style-type: none"> <li>• Capacity to organise oneself &amp; prioritise work, demonstrates punctuality, preparation &amp; self-discipline</li> <li>• Competent to work without direct supervision where appropriate</li> </ul> <p><b>Communication Skills:</b></p> <ul style="list-style-type: none"> <li>• Capacity to answer questions clearly, concisely &amp; appropriately. Capacity to build rapport, listen, persuade &amp; negotiate</li> </ul> <p><b>Managing Others &amp; Team Involvement:</b></p> <ul style="list-style-type: none"> <li>• Capacity to work cooperatively with others and to show initiative and interest in laboratory management</li> </ul> <p><b>Coping with Pressure:</b></p> <ul style="list-style-type: none"> <li>• Capacity to operate under pressure.</li> <li>• Demonstrates resilience to cope with setbacks &amp; adapt to rapidly changing circumstances</li> </ul>		
<b>Probity</b>	<p><b>Professional Integrity:</b></p> <ul style="list-style-type: none"> <li>• Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others</li> <li>• Displays honesty, integrity, awareness of ethical issues</li> </ul>		Application form Interview / Selection centre References
<b>Commitment to specialty</b>	<p><b>Learning &amp; Personal Development:</b></p> <ul style="list-style-type: none"> <li>• Demonstrable interest in and understanding of histopathology and an interest in paediatric histopathology</li> <li>• Shows commitment to personal and professional development, with awareness of own strengths &amp; limitations</li> </ul>	<p>Other activities / achievements / scientific meetings relevant to pathology</p> <ul style="list-style-type: none"> <li>• Attendance at pathological courses</li> <li>• Evidence of participation in audit or research projects with specific relevance to pathology</li> </ul>	Application form Interview / Selection centre References

<sup>1</sup> In fact may be evaluated at any time throughout the selection procedure.

<sup>2</sup> Time of appointment refers to the date at which the post commences.

<sup>3</sup> The GMC introduced a licence to practice in 2009. Any doctor wishing to practice in the UK after this date must be both registered and hold a licence to practice

<sup>4</sup> A selection centre is a process not a place. It involves a number of selection activities that may be delivered within the Unit of Application.

<sup>5</sup> All experience in posts at ST level count irrespective of the country the experience is gained in.