



NHS NATIONAL SERVICES SCOTLAND
PERSON SPECIFICATION

Factor	Essential	Desirable
Experience	Thorough, broad and up-to-date personal experience of practice in clinical and laboratory immunology.	Evidence of development of an area of specialist interest and expertise in clinical and/or laboratory immunology.
Qualifications	<p>MBChB / MBBS or equivalent.</p> <p>Full and Specialist GMC registration (or within 3/6 months of placement on the Specialist Register at interview date).</p>	<p>MRCP(UK)(or equivalent).</p> <p>FRCPATH(by examination) in immunology (or equivalent specialist qualification).</p>
Training	Completion of the GMC-approved JRCPTB curriculum in immunology with award of CCT (or within 3/6 months of prospective award of CCT) or demonstrated evidence of equivalence in knowledge, training and experience.	
Knowledge and skills	<p>Ability to perform as an independent clinical consultant.</p> <p>Ability to lead a clinical team in the environment of a teaching hospital with attention to training issues.</p> <p>Evidence of previous research activity at undergraduate or postgraduate level.</p>	Experience of budget management.
Teaching		<p>Experience of teaching of medical and/or science undergraduates.</p> <p>Experience of delivering postgraduate teaching.</p> <p>Knowledge of UK postgraduate medical training structures and processes.</p> <p>Experience of teaching of non-medical healthcare staff.</p>

Research	Experience of involvement in basic or applied research.	MD or PhD degree. Record of scientific publication. Active current active involvement in research.
Personal Qualities	Good team member who communicates well with patients and staff at all levels. Good interpersonal skills. Dedicated to a career in immunology. Commitment to improving quality. Commitment to patient and service safety.	Leadership, organisational and management skills. Evidence of initiative in service and research development.
General	Evidence of participation in audit.	Understanding of the principles and practices involved in the audit cycle. Leadership in high quality audit projects.