

**PERSON SPECIFICATION**

<b>FACTORS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>HOW IDENTIFIED</b>
<p><b>Qualifications</b></p> <p><b>Clinical Skills</b></p>	<ul style="list-style-type: none"> <li>• Full GMC registration</li> <li>• Licence to Practise</li> <li>• CCST or equivalent in Palliative Medicine (or to be eligible for entry to the specialist register within 6 months)</li> </ul>	<ul style="list-style-type: none"> <li>• MRCP (UK) or MRCGP (UK) or FRCA, FRCR or equivalent</li> <li>• Diploma or higher education in palliative medicine</li> <li>• Success in Intercollegiate Speciality Examination or equivalent</li> </ul>	<p>GMC register</p> <p>Application form</p>
<p><b>Special knowledge</b></p> <p><b>Abilities</b></p> <p><b>Experience</b></p>	<ul style="list-style-type: none"> <li>• Excellent clinical skills in Palliative Medicine</li> <li>• Excellent communication skills</li> <li>• Proven ability to manage patients effectively with complex physical, psychological and social problems</li> <li>• Experience of working in and relating to the complete and political external environment of health and social care.</li> <li>• Good Understanding of the Clinical Governance</li> <li>• Experience of teaching medical, nursing and other health professionals</li> <li>• Experience of audit methods</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of working in a variety of clinical settings</li> </ul>	<p>Application form</p> <p>Interview</p>

	<ul style="list-style-type: none"> <li>• Good understanding of palliative care in a range of settings</li> <li>• Evidence of experience of leadership</li> </ul>		
<b>Personal skills</b>  <b>Qualities</b>	<p>Good interpersonal skills and ability to gain confidence and trust</p> <ul style="list-style-type: none"> <li>• Ability to plan and develop services in collaboration with other agencies</li> <li>• Ability to cope with pressure and to recognise and deal with stress in self and others</li> <li>• Forward thinking and able to engage and motivate others in leading, managing and responding to change</li> <li>• Able to translate national policy into local practice and understand its impact</li> <li>• Able to influence local health and social care and maintain the Hospice reputation as a key player</li> <li>• Awareness of own limitations</li> <li>• Ability to respond to change</li> <li>• Commitment to continuing personal development and medical education</li> <li>• Understanding of and adherence</li> </ul>		

	<p>to the principles of Good Medical Practice set out by the General Medical Council</p> <ul style="list-style-type: none"> <li>• Commitment to the development of all staff</li> </ul>		
<b>Research</b>	<ul style="list-style-type: none"> <li>• Actively encourages involvement of others and junior staff in research</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of participating in research using evidence based methods</li> </ul>	<p>Application form</p> <p>Interview</p>
<b>Additional requirements</b>	<ul style="list-style-type: none"> <li>• Ability to work in teams</li> <li>• Computer literacy</li> <li>• PVG Scheme membership (Vulnerable Adults)</li> <li>• Full UK driving license or effective means of transportation between sites and on-call</li> <li>• Appropriate medical liability cover</li> </ul>		<p>Application form</p> <p>Disclosure Scotland PVG</p> <p>Documentation</p>