

**PERSON SPECIFICATIO**

**POST: Post-CCT Trust Fellowship in Transplant and Dialysis Access Surgery**

**CLINICAL DIRECTOR: Dr Darren Parsons**

**HEAD OF SPECIALTY FOR SURGERY: Professor Vassilios Papalois**

<b>Attributes/skills</b>	<b>Essential</b>	<b>Desirable</b>	<b>Measurement</b>
<b>Qualifications</b>	MRCS		Application form
<b>Higher qualifications</b>	Appropriate Royal College Membership or equivalent	MD, PhD	
<b>Relevant experience in specialty/Sub specialty</b>			Application/interview
<b>Clinical skills</b>	Evidence of surgical and overall clinical skills. Commitment to continuing Professional Development.	Membership of appropriate professional society(ies), knowledge of the up to date literature.	Application/interview Reference
<b>Management skills</b>	Knowledge of finance/budgets management of staff, relevant courses. Active participation in and broad understanding of Clinical Governance.		Application/interview
<b>Teaching &amp; Training</b>	Experience of undergraduate and postgraduate teaching. Appraisal and	Formal training in teaching skills	Application/interview

	assessment training and skills.		
<b>Audit</b>	Evidence of involvement and leadership in multi-disciplinary audit. Understanding of principles of clinical audit.		Application/interview
<b>Academic achievements including research/publications</b>	Evidence of achievement appropriate to the appointment at Post-CCT level		Application/interview
<b>Language</b>	Able to speak and write English to the appropriate standard necessary to fulfil the job requirements.		Application/Interview
<b>Physical requirements</b>	Meets professional health requirements, Pre-employment health screening.		Occupational health Interview
<b>Communication Skills</b>	Excellent written and verbal communication, ability to build rapport, work with others. Persuade, negotiate IT Skills and computer literacy.		Interview
<b>Decisiveness/ Accountability</b>	Ability to take responsibility, show leadership, make decisions, exert appropriate authority.		Interview
<b>Patient Focused Skills</b>	Empathy, understanding, listening skills, patience, social skills appropriate to		Interview

	different types of client.		
<b>Reliability</b>	Punctuality, attendance, sense of responsibility.		Interview, Reference
<b>Flexibility</b>	Able to change and adapt, respond to changing circumstances.		Interview
<b>Resilience</b>	Ability to cope with setbacks or pressure.		Interview
<b>Thoroughness</b>	Preparedness, commitment.		Interview
<b>Drive/Enthusiasm</b>	Self starter, motivated, shows interest.		Interview
<b>Probity</b>	Honesty, integrity, appreciation of ethical dilemmas.		Interview
<b>Team Work</b>	Ability to work well with colleagues.		Interview