

To applicants: you should complete your application form after carefully reading this person specification which is based on the GMC's "Good Medical Practice"

**Advanced O&G Training RCHT**

**Advanced Laparoscopic surgery for Benign Disease ATSM**

**PERSON SPECIFICATION**

	<b>ESSENTIAL</b>	<b>WHEN EVALUATED</b>	<b>DESIRABLE</b>	<b>WHEN EVALUATED</b>
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Current registration with the GMC</li> <li>• MBBS (or equivalent)</li> <li>• MRCOG (part 3)</li> <li>• NTN Holder optional</li> <li>• Agreement of PG Dean or Head of School or Chair STC for OOPT if applicable</li> </ul>	AF AF AF AF AF/IV	<ul style="list-style-type: none"> <li>• Intercalated BSc, BA, MSc</li> <li>• MRCS/FRCS, MRCP</li> <li>• PhD, MD (original research)</li> <li>• other degrees or qualifications</li> </ul>	AF AF AF AF
<b>CLINICAL EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Demonstrates competence in all core skills in line with RCOG logbook</li> <li>• Currently equivalent to at least year 5 ST training in Obstetrics and Gynaecology, demonstrated by satisfactory evidence</li> <li>• Eligibility: At the start of the Advanced training the trainee should be equivalent to ST6.</li> <li>• Demonstrates interest and competence in laparoscopic surgery or gynaecological oncology</li> <li>• NHS current and extensive experience</li> </ul>	AF AF AF AF IV AF		
<b>CLINICAL SKILLS</b>	<ul style="list-style-type: none"> <li>• competent at diagnostic laparoscopy</li> <li>• understanding of clinical risk management</li> <li>• competent to work without direct supervision where</li> </ul>	AF, I/V Ref AF, I/V, Ref I/V	<ul style="list-style-type: none"> <li>• competent at laparoscopic salpingectomy for ectopic pregnancy</li> </ul>	AF, I/V, Ref AF, I/V, Ref

AF = Application Form  
I/V = Interview  
Ref = Reference

Any attributes which are evaluated on the basis of the application form alone may be further explored at the interview stage

	<b>ESSENTIAL</b>	<b>WHEN EVALUATED</b>	<b>DESIRABLE</b>	<b>WHEN EVALUATED</b>
	appropriate <ul style="list-style-type: none"> <li>• clear, logical thinking showing an analytical/scientific approach</li> <li>• good manual dexterity and hand/eye co-ordination</li> </ul>	I/V, Ref  I/V  I/V, Ref		
<b>ORGANISATION AND PLANNING</b>	<ul style="list-style-type: none"> <li>• Ability to prioritise clinical need</li> <li>• Ability to organise oneself and own work</li> <li>• Active involvement in audit</li> <li>• Experience and ability to work in multi-professional teams</li> <li>• Understanding of NHS, clinical governance &amp; resource constraints; management / financial awareness; experience of committee work</li> </ul>	I/V, Ref  I/V, Ref  AF  AF, I/V, Ref  AF, I/V	<ul style="list-style-type: none"> <li>• Information technology skills</li> </ul>	AF, I/V
<b>TEACHING SKILLS</b>	<ul style="list-style-type: none"> <li>• Evidence of teaching experience</li> </ul>	AF	<ul style="list-style-type: none"> <li>• Enthusiasm for teaching; exposure to different groups / teaching methods</li> </ul>	I/V
<b>ACADEMIC / RESEARCH</b>	<ul style="list-style-type: none"> <li>• Understanding of the principles of research</li> </ul>	I/V	<ul style="list-style-type: none"> <li>• Research experience, presentations, publications, prizes and honours</li> </ul>	AF, I/V
<b>PERSONAL SKILLS</b>	<ul style="list-style-type: none"> <li>• COMMUNICATION &amp; LANGUAGE SKILLS (the ability to communicate with clarity and intelligibility in written and spoken English; ability to build rapport, listen, persuade, negotiate)</li> </ul>	AF, I/V, Ref		
	<ul style="list-style-type: none"> <li>• DECISIVENESS/ ACCOUNTABILITY (ability to take responsibility, show leadership, make decisions, exert appropriate authority)</li> </ul>	AF, I/V, Ref		
	<ul style="list-style-type: none"> <li>• INTERPERSONAL SKILLS (see patients as people,</li> </ul>	I/V, Ref		

AF = Application Form

I/V = Interview

Ref = Reference

Any attributes which are evaluated on the basis of the application form alone may be further explored at the interview stage

	empathise, work co-operatively with others, open and non-defensive, sense of humour)			
	<ul style="list-style-type: none"> <li>USES A NON-JUDGMENTAL APPROACH TO PATIENTS AND COLLEAGUES regardless of their sexuality, ethnicity, disability, religious beliefs or financial status</li> </ul>	Ref		
	<ul style="list-style-type: none"> <li>FLEXIBILITY (able to change and adapt, respond to rapidly changing circumstances)</li> </ul>	I/V, Ref		
	<ul style="list-style-type: none"> <li>RESILIENCE (able to operate under pressure, cope with setbacks, self-aware)</li> </ul>	I/V, Ref		
	<ul style="list-style-type: none"> <li>THOROUGHNESS (is well prepared, shows self-discipline/commitment, is punctual and meets deadlines)</li> </ul>	I/V, Ref		
	<ul style="list-style-type: none"> <li>SHOWS INITIATIVE/ DRIVE/ENTHUSIASM (self-starter, motivated, shows curiosity, initiative)</li> </ul>	AF, I/V, Ref		
	<ul style="list-style-type: none"> <li>PROBITY (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality)</li> </ul>	I/V, Ref		
<b>Commitment To Specialty</b>	<b>Learning &amp; Personal Development:</b> <ul style="list-style-type: none"> <li>Demonstrable interest in and understanding of O&amp;G Laparoscopic surgery and / or Oncology</li> <li>Commitment to personal and professional development</li> </ul>	AF, IV		
<b>PHYSICAL REQUIREMENTS</b>	<ul style="list-style-type: none"> <li>Meets professional health requirements</li> </ul>	pre-employment health screening		

AF = Application Form

I/V = Interview

Ref = Reference

Any attributes which are evaluated on the basis of the application form alone may be further explored at the interview stage