

PERSON SPECIFICATION 2017

PHARMACEUTICAL MEDICINE – ST3

ENTRY CRITERIA

ESSENTIAL CRITERIA	WHEN EVALUATED ⁱ
<p style="text-align: center;">Qualifications</p> <p>Applicants must have:</p> <ul style="list-style-type: none"> • MBBS or equivalent medical qualification 	<p>Application form Interview/selection centreⁱⁱ, pre-employment check</p>
<p style="text-align: center;">Eligibility</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Have full registration and hold a current licence to practiseⁱⁱⁱ from the GMC at the advertised post start date^{iv} • Be employed in a UK-based position in Pharmaceutical Medicine in a UK organisation approved for PMST • Hold Associate membership of the Faculty of Pharmaceutical Medicine • Have evidence of achievement of foundation competences from a UKFPO-affiliated foundation programme or equivalent, by time of appointment in line with GMC standards/Good Medical Practice • Be eligible to work in the UK 	<p>Application form, interview/selection centre</p>
<p style="text-align: center;">Fitness to practise</p> <p>Is up to date and fit to practise safely.</p>	<p>Application form, references</p>
<p style="text-align: center;">Language skills</p> <p>Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues; as assessed by the General Medical Council^v</p>	<p>Application form, interview/selection centre</p>
<p style="text-align: center;">Health</p> <p>Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice).</p>	<p>Application form, pre-employment health screening</p>

<p style="text-align: center;">Career progression</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Be able to provide complete details of their employment history • Have evidence that their career progression is consistent with their personal circumstances • Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training 	<p>Application form Interview/selection centre</p>
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<ul style="list-style-type: none"> • Have at least 24 months' clinical experience^{vi} post-Foundation (not including Foundation modules) in UK-based approved training posts, or evidence of close involvement on a regular basis with the management of patients through multi-disciplinary team meetings. • Have the support of the Postgraduate Dean and submit a 'Support for Reapplication to a Specialty Training Programme' form if they wish to reapply to the specialty after having their NTN in the specialty withdrawn or relinquished voluntarily. • Not already hold, nor be eligible to hold, a CCT/CESR in the specialty; and must not currently be eligible for the specialist register for the specialty to which they are applying^{vii} • Not have previously relinquished or been released / removed from a training programme in this specialty, except if they have received an ARCP outcome 1 or under exceptional circumstances^{viii} • 	
Application completion ALL sections of application form completed FULLY according to written guidelines.	Application form

SELECTION CRITERIA

ESSENTIAL CRITERIA	DESIRABLE CRITERIA	WHEN EVALUATED
Qualifications		
<ul style="list-style-type: none"> • As above – see entry criteria 	<ul style="list-style-type: none"> • Specialty exam relating to training path (e.g. MRCP (UK), MRCGP etc. or equivalent) at the time of application • Intercalated BSc or equivalent • Higher degrees including MSc, PhD or MD (where the research thesis is not part of first medical degree) 	Application form, interview/selection centre
Career Progression		
<ul style="list-style-type: none"> • Evidence that present achievement and performance is commensurate with totality of training 		Interview/selection centre
Clinical Experience		
<ul style="list-style-type: none"> • Evidence of experience of managing patients in a range of acute and long term illness or close involvement on a regular basis with the management of such patients through multi disciplinary team meetings • Evidence of wide experience of prescribing and monitoring the effects of medicines 		Application form Interview/selection centre References

Clinical Skills – Clinical Knowledge and Expertise		
<ul style="list-style-type: none"> • Appropriate knowledge base and ability to apply sound clinical judgement to problems • Evidence^{ix} of competence in management of patients through workplace based assessments, portfolio evidence, including log book documentation if applicable, satisfactory review (e.g. ARCP outcome 1), reports, outcomes (e.g. 		Application form Interview/selection centre References

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<p>CT1 competences in medicine) or equivalent record of satisfactory attainment of competences</p> <ul style="list-style-type: none"> Evidence of competence to work without direct supervision where appropriate Awareness of the skills required for Pharmaceutical Medicine (see below) 		
<p style="text-align: center;">Academic skills</p> <p>Research and Audit skills:</p> <ul style="list-style-type: none"> Demonstrates understanding of the importance and basic principles of scientific research, clinical research, evidence-based medical practice Demonstrates understanding of basic research methodology. Evidence of relevant academic and research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements <p>Teaching:</p> <ul style="list-style-type: none"> Evidence of interest and experience in teaching 		<p>Application form Interview/selection centre References</p>
<p style="text-align: center;">Personal Skills</p> <p>Problem Solving and Decision Making:</p> <ul style="list-style-type: none"> Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach <p>Empathy and Sensitivity:</p> <ul style="list-style-type: none"> Capacity to take in others' perspectives and treat others with understanding; sees patients as people Demonstrates respect for all <p>Organisation and Planning:</p> <ul style="list-style-type: none"> Capacity to manage/prioritise time and information effectively Evidence of thoroughness (is well prepared, shows self discipline/commitment, is punctual and meets deadlines) <p>Vigilance and Situational Awareness:</p> <ul style="list-style-type: none"> Capacity to monitor developing situations and anticipate issues <p>Coping with Pressure and Managing Uncertainty:</p> <ul style="list-style-type: none"> Capacity to operate under pressure Demonstrates initiative and resilience to cope with changing circumstances Is able to deliver good clinical care in the face of uncertainty <p>Values:</p> <ul style="list-style-type: none"> Understands, respects and demonstrates the values of the NHS (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion) <p>Communication Skills:</p> <ul style="list-style-type: none"> Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate Able to build rapport, listen, persuade and negotiate <p>Management and Leadership Skills:</p> <ul style="list-style-type: none"> Evidence of involvement in management commensurate with experience Evidence of effective multi-disciplinary team working and leadership, supported by multi-source feedback or other workplace based assessments Evidence of effective leadership in and outside medicine <p>Managing Others and Team Involvement:</p> <ul style="list-style-type: none"> Able to work in multi professional teams and supervise junior medical staff Ability to show leadership, make decisions, organise and motivate other team members; for the benefit of patients through, for example, audit and quality improvement projects Capacity to work effectively with others <p>IT Skills:</p> <ul style="list-style-type: none"> Demonstrates information technology skills 		<p>Application form Interview/selection centre References</p>
<p style="text-align: center;">Probity – Professional Integrity</p> <ul style="list-style-type: none"> Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality) 		<p>Application form Interview/selection centre</p>

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<ul style="list-style-type: none"> Capacity to take responsibility for own actions and demonstrates a non-judgemental approach towards others 		References
Commitment to Specialty – Learning and Personal Development		
<ul style="list-style-type: none"> Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative) Demonstrable interest in, and understanding of, the specialty Commitment to personal and professional development Evidence of self-reflective practice. 		Application form Interview/selection centre References

ⁱ 'When evaluated' is indicative, but may be carried out at any time throughout the selection process.

ⁱⁱ 'Selection centre' refers to a process, not a place. It involves a number of selection activities which may be delivered as part of the assessment process.

ⁱⁱⁱ The GMC introduced the licence to practise in 2009. Any doctor wishing to practise in the UK after this date must be both registered with and hold a licence to practise from the GMC at time of appointment.

^{iv} 'The advertised post start date' refers to the first date from which posts recruited in a round can commence. This will be specified clearly within the published advertisement for that recruitment round.

^v Applicants are advised to visit the GMC website which gives details of evidence accepted for registration.

^{vi} Any time periods specified in this person specification refer to full time equivalent.

^{vii} Some programmes in ST3 medical specialties are dual accredited with general internal medicine (GIM). Applicants who hold a CCT in general internal medicine are eligible to apply but should note that they will be expected to fulfil the GIM service requirements of any post they are offered and will be unable to reduce the length of the programme.

^{viii} Exceptional circumstances may be defined as a demonstrated change in circumstances, which can be shown on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to train. Applicants will only be considered if they provide a 'support for reapplication to a specialty training programme' form signed by both the Training Programme Director / Head of School and the Postgraduate Dean in the LETB / Deanery that the training took place. No other evidence will be accepted.

^{ix} Evidence can include portfolio, logbook, ARCP, or equivalent. Where relevant/applicable, workplace-based assessments (eg CbD, mini-CEX, ACAT, DOPS, MSF, or equivalent) may also be used to demonstrate achievement of competences.