

HEPATOLOGY - SUB SPECIALTY

ENTRY CRITERIA	
ESSENTIAL CRITERIA	WHEN EVALUATED ⁱ
<p>Qualifications</p> <ul style="list-style-type: none"> • MBBS or equivalent medical qualification • MRCP (UK) full diploma or EEA eligibility by the required deadlineⁱⁱ. 	Application form
<p>Eligibility</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Be eligible for full registration with, and hold a current licence to practiseⁱⁱⁱ from, the GMC at the advertised post start date^v • 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 including: <ul style="list-style-type: none"> ○ Evidence of achievement of CT/ST2 competences in medicine at time of application (as defined by the curricula relating to Core Medical training), supported by evidence at ARCP. ○ National training number (or equivalent) in Gastroenterology and at least ST5 level of training at post commencement, with evidence of satisfactory progress (ARCP, Supervisor's report). CCT date should not be before August 2017^v. • Eligibility to work in the UK • Not previously relinquished, released or removed from a training programme in this specialty except under exceptional circumstances^{vi}. 	Application form, interview/selection centre
<p>Fitness to Practise</p> <ul style="list-style-type: none"> • Is up to date and fit to practise safely 	Application form. references
<p>Health</p> <ul style="list-style-type: none"> • Applicants must meet professional health requirements (in line with GMC standards / Good Medical Practice). 	Application form, pre-employment health screening
<p>Career Progression^{vii}</p> <ul style="list-style-type: none"> • Ability to provide complete details of employment history • Evidence that career progression is consistent with personal circumstances • Evidence that present achievement and performance is commensurate with totality of period of training as defined by the Gastroenterology Decision Aid and satisfactory ARCP outcomes. 	Application form Interview/selection centre

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SELECTION CRITERIA		
ESSENTIAL CRITERIA	DESIRABLE CRITERIA	WHEN EVALUATED
Qualifications		
<ul style="list-style-type: none"> • MBBS or equivalent medical qualification • MRCP (UK) full diploma or EEA eligibility by the required deadline. 	<ul style="list-style-type: none"> • Higher degrees including MSc, PhD or MD (where the research thesis is not part of the first medical degree. • Specialty Certificate Examination in Gastroenterology. 	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"> • 2 years of Gastroenterology ST3+ training by time of commencement of post^{viii}. 	<ul style="list-style-type: none"> • 6 months Hepatology experience in level 2 centre or above. • ST6 level at time of commencement of post. 	Application form, interview/selection centre
Clinical Skills – Clinical Knowledge and Expertise		
<ul style="list-style-type: none"> • Appropriate knowledge base and ability to apply sound clinical judgement to problems. • Requisite skills in the management of Hepatology patients as evidenced by engagement with the core Hepatology section of the Gastroenterology curriculum • Independence at diagnostic gastroscopy e.g. evidence of JAG certification 	<ul style="list-style-type: none"> • Demonstrates evidence-based practice in managing patients in acute liver failure, the complications of chronic liver disease including variceal bleeding and assessment for transplantation. • Competent in therapeutic OGD including variceal banding. 	Application form, interview/selection centre References
Academic skills		
<p>Research and Audit skills:</p> <ul style="list-style-type: none"> • Demonstrates understanding of research, including awareness of ethical issues. • Demonstrates understanding of the basic principles of audit, clinical risk management, evidence based practice, patient safety and clinical quality improvement initiatives. • Evidence of involvement in audit and/or quality improvement projects in Gastroenterology. <p>Teaching:</p> <ul style="list-style-type: none"> • Evidence of teaching experience and/or training in teaching. 	<p>Research and Audit skills:</p> <ul style="list-style-type: none"> • Demonstrates an understanding of research methodology. • Evidence of relevant academic & research achievements and involvement in a formal research project. • Evidence of relevant academic publications • Evidence of a portfolio of audit projects including where the audit loop has been closed and there is evidence of learning of the principles of change management, particularly within Hepatology. <p>Teaching:</p> <ul style="list-style-type: none"> • Evidence of involvement in teaching students, postgraduates and other professionals, with feedback. • Evidence of participation in a teaching course. 	Application form, interview/selection centre

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Probity – Professional Integrity		
<ul style="list-style-type: none"> • Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality). • Capacity to take responsibility for own actions 		Interview/selection centre
Language skills		
<p>All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues demonstrated by:</p> <ul style="list-style-type: none"> ○ <i>that applicants have undertaken undergraduate medical training in English;</i> <p>or</p> <ul style="list-style-type: none"> ○ have achieved the following scores in the academic International English Language Testing System (IELTS) in a single sitting within 24 months at time of application – Overall 7.5, Speaking 7, Listening 7, Reading 7, Writing 7. <p>If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence.</p>		Application form Interview/selection centre
Commitment to Specialty – Learning and Personal Development		
<ul style="list-style-type: none"> • Demonstrable interest in and understanding of specialty. • Commitment to personal and professional development. • Evidence of attendance at organised teaching and training programmes. 	<ul style="list-style-type: none"> • Extracurricular activities / achievements relevant to the specialty. • Evidence of participation at meetings and activities relevant to Hepatology. 	Application form Interview/selection centre References
ESSENTIAL CRITERIA		WHEN EVALUATED
Personal Skills		
<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>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 other perspectives and treat others with understanding; sees patients as people. • Demonstrates respect for all <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. 	<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>Management and Leadership Skills:</p> <ul style="list-style-type: none"> • Evidence of involvement in management commensurate with experience. 	Application form Interview/selection centre References

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<ul style="list-style-type: none"> 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>Organisation and Planning:</p> <ul style="list-style-type: none"> Capacity to manage/prioritise time and information effectively. Capacity to prioritise own workload and organise ward rounds Evidence of thoroughness (is well prepared, shows self-discipline/commitment, is punctual and meets deadlines) 	<ul style="list-style-type: none"> Demonstrates an understanding of NHS management and resources. 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>IT Skills:</p> <ul style="list-style-type: none"> Demonstrates information technology skills <p>Other:</p> <ul style="list-style-type: none"> Evidence of achievement outside medicine Evidence of altruistic behaviour e.g. voluntary work 	
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ⁱ 'When evaluated' is indicative, but may be carried out at any time throughout the selection process.

ⁱⁱ EEA applicants without MRCP(UK) may be eligible under the EU directive 2005/36/EC. For further information, please refer to the JRCPTB website: <http://www.jrcptb.org.uk/Careers%20and%20Recruitment/Pages/Introduction.aspx>

^{iv} The GMC introduced a license to practice in 2009. Any doctor wishing to practice in the UK after this date must be both registered and hold a license to practice at time of appointment.

^v Applicants will need to apply for an OOPT from their host region in order to train in these posts, bringing their NTN with them. If invited to interview, these applicants will need to bring a letter supporting the period of OOPT from their host region. Trainees from an HE region other than that they are appointed to will need to complete ARCPs at their host LETB.

^{vi} Applications will only be considered if applicants 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. Extraordinary 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. Completed forms must be submitted at the time of application. No other evidence will be accepted.

^{vii} All experience in posts at any level count irrespective of the country the experience is gained in.

^{viii} Any time periods specified in this person specification refer to whole time equivalent