

UROGYNAECOLOGY – SUB SPECIALTY

ESSENTIAL CRITERIA	DESIRABLE CRITERIA	WHEN EVALUATED
Qualifications		
<ul style="list-style-type: none"> Eligible for registration with the GMC and holding a current licence to practise. MB ChB or equivalent. MRCOG Must hold a current National training number (NTN in Obstetrics and Gynaecology). The posts are also open to doctors wishing to undertake post-CCST/CCT sub-specialty training or EEA/Overseas doctors who wish to pursue part of their Higher Specialist Training in the UK. 	<ul style="list-style-type: none"> Publications in Referred Journals. MD, Research Degree or equivalent. 	Application form
Clinical Experience		
<ul style="list-style-type: none"> Minimum of 3 ST years in Obstetrics and Gynaecology. 	<ul style="list-style-type: none"> Experience in medicine. Additional training, experience and courses. 	Application form Interview/selection centre
Clinical Skills		
<ul style="list-style-type: none"> Good manual dexterity. Competent to work without direct supervision where appropriate. Clear, logical thinking showing an analytical / scientific approach. Understanding of clinical risk management. 		Application form Interview/selection centre References
Knowledge		
<ul style="list-style-type: none"> Appropriate defined level of clinical knowledge. Shows knowledge of evidence informed practice. Shows awareness of own limitations 	<ul style="list-style-type: none"> Demonstrates breadth of experience and awareness in and outside specialty / medicine. Demonstrates use of evidence informed practice. 	Application form Interview/selection centre References

PERSON SPECIFICATION 2020



Organisation and Planning		
<ul style="list-style-type: none"> Ability to prioritise clinical need. Ability to organise oneself and own work. Evidence of participation in audit. Experience and ability to work in multi-professional teams 	<ul style="list-style-type: none"> Understanding of NHS, clinical governance & resource constraints; management / financial awareness; experience of committee work. Active involvement in audit. Information technology skills. 	Application form Interview/selection centre References
Teaching skills		
<ul style="list-style-type: none"> Evidence of experience and enthusiasm for teaching others. 		Application form Interview/selection centre
Academic / Research		
<ul style="list-style-type: none"> Candidates should have fulfilled the research requirements (obtainable from the Royal College of Obstetrics and Gynaecology). Experience of high level research in a related topic. 	<ul style="list-style-type: none"> Research experience, presentations, publications, prizes and honours. 	Application form Interview/selection centre
Career Progression		
	<ul style="list-style-type: none"> Progression of career consistent with personal circumstances. 	Application form
Physical Requirements		
<ul style="list-style-type: none"> Meets professional health requirements. 		Pre-employment health screening
Fitness to Practice		
<ul style="list-style-type: none"> Is up to date and fit to practice safely. 		Application form References
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 one of the following:</p> <ul style="list-style-type: none"> that applicants have undertaken undergraduate medical training in English; <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

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Personal Skills	
<ul style="list-style-type: none"> • Communication and Language Skills – the ability to communicate with clarity and intelligibility in written and spoken English; ability to build rapport, listen, persuade, negotiate. • Decisiveness / Accountability – ability to take responsibility, show leadership, make decisions, exert appropriate authority. • Interpersonal Skills – see patients as people, empathise, work cooperatively with others open and non-defensive, sense of humour. • Uses a non-judgemental approach to patients and colleagues regardless of their sexuality, ethnicity, disability, religious beliefs or financial status. • Flexibility – able to change and adapt, respond to rapidly changing circumstances. 	<ul style="list-style-type: none"> • Resilience – able to operate under pressure, cope with setbacks, self-aware. • Thoroughness – is well prepared, shows self-discipline/commitment, is punctual and meets deadlines. • Show initiative / drive / enthusiasm – self-starter, motivated, shows curiosity, initiative. • Probity – displays honesty, integrity, aware of ethical dilemmas, respects confidentiality. <p>Interview/selection centre References</p>