

Fitness To Practise	Applicant is up to date and fit to practise safely	Application form References
Language Skills	All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about health topics with patients and colleagues demonstrated by one of the following: <ul style="list-style-type: none"> o <i>that applicants have undertaken undergraduate training in English; or</i> o <i>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, Speaking 7, Listening 7, Reading 7, Writing 7.</i> <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 Selection centre
Health	Meets professional health requirements (in line with GMC standards/Good Medical Practice)	Application form Pre-employment health screening
Career Progression	<ul style="list-style-type: none"> • Provide complete details of post graduate employment history showing satisfactory career progression. This should include evidence of achievement in different career choices where appropriate • Evidence that career progression is consistent with personal circumstances • Evidence that present achievement and performance is commensurate with totality of period of training (where applicable) 	Application form
Application Completion	ALL sections of application form completed FULLY according to written guidelines	Application form

Selection Criteria			
	Essential	Desirable	When Evaluated
Qualifications	As Above	<ul style="list-style-type: none"> • Postgraduate qualification or higher degree demonstrably showing commitment to a career in public health 	Selection Centre
Technical Skills	Technical Knowledge & Clinical Expertise: <ul style="list-style-type: none"> • Demonstrates an understanding of the concepts of health, disease & illness and of structural, environmental & behavioural determinants of health at a population level • Demonstrates understanding of public health concepts & inequalities and an appreciation of the importance of health protection • Demonstrates awareness of situations in which work is undertaken, including political awareness, understanding of the impact of national policy on health, and awareness of the importance of clinical & corporate governance. 		Selection Centre
Academic / Research Skills	Research Skills: <ul style="list-style-type: none"> • Demonstrates understanding of the importance and basic principles of scientific research & evidence-based practice • Demonstrates basic understanding of research methodology (including research ethics), statistics & epidemiology, basic ability to 	<ul style="list-style-type: none"> • Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, peer reviewed publications, presentations, other achievements • Evidence of active participation in audit and/or 	Selection Centre

Selection Criteria			
	Essential	Desirable	When Evaluated ¹
Probity	<p>Professional Integrity:</p> <ul style="list-style-type: none"> • Takes responsibility for own actions • Demonstrates a non-judgemental approach towards others • Displays honesty, integrity, awareness of confidentiality & ethical issues 		Selection Centre
Commitment To Speciality	<ul style="list-style-type: none"> • Demonstrates relevance of first and/or higher degree and previous experience to Public Health <p>Learning & Personal Development:</p> <ul style="list-style-type: none"> • Demonstrates evidence of interest & realistic insight into public health, with an understanding of, and commitment to, public health principles in relation to interventions around the needs of an individual & the population in general. • Is self-aware, self-motivated and committed to personal and professional development • Capability for reflective & high quality practice 	<ul style="list-style-type: none"> • Achievements / extracurricular activities to public health, e.g. relevant experience in clinical/community settings, demonstration of commitment to public health principles in previous service work, courses or training 	<p>Application form</p> <p>Selection Centre</p>