

2012 Person Specification

Application to enter Specialty Training at ST3: Oral and Maxillo Facial Surgery

| Entry Criteria | | |
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| | Essential | When Evaluated ¹ |
| Qualifications | <ul style="list-style-type: none"> • MBBS or equivalent medical qualification • BDS or equivalent dental qualification by time of application • Successful completion of MRCS at time of interview | Application form |
| Eligibility | <ul style="list-style-type: none"> • Eligible for full registration with the GMC at time of appointment² and hold a current licence to practice.³ • Eligible for registration with GDC⁴ at time of appointment² • Evidence of achievement of Foundation competences from a UKFPO affiliated Foundation Programme or equivalent by time of appointment² in line with GMC standards/ Good Medical Practice including: <ul style="list-style-type: none"> ○ <i>Make the care or your patient your first concern</i> ○ <i>Protect and promote the health of patients and of the public</i> ○ <i>Provide a good standard of practice and care</i> ○ <i>Treat patients as individuals and respect their dignity</i> ○ <i>Work in partnership with patients</i> ○ <i>Be honest and open and act with integrity</i> • Evidence of achievement of CT/ST1 & CT2/ST2 competences in surgery by time of appointment², supported by evidence from work-based assessments of clinical performance (DOPS, Mini-CEX, CBD, ACAT) and Multisource Feedback or equivalent • Eligibility to work in the UK. • Not previously relinquished, released or removed from a training programme in this specialty except under exceptional circumstances⁵ | Application form Application form Interview / Selection centre ⁶ Application form |
| Fitness To Practise | Is up to date and fit to practise 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"> ○ <i>that applicants have undertaken undergraduate medical training in English; or</i> ○ <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 Interview / Selection centre |
| Health | Meets professional health requirements (in line with GMC standards/Good Medical Practice). | Application form Pre-employment health screening |

¹ 'when evaluated' is indicative, but may be carried out at any time throughout the selection process

² Time of appointment refers to the date at which the post commences

³ The GMC introduced a licence to practice in 2009. Any doctor wishing to practice in the UK after this date must be both registered and hold a licence to practice at time of appointment.

⁴ From 2014 it will be a requirement to be eligible for FULL registration with the GDC by time of appointment

⁵ Examples might include ARCP outcome 4 or failure to progress after two or more failed RITA Es. Applications will only be considered if there is a letter of support from the Postgraduate Dean or designated Deputy of the deanery in which they worked. Should the Postgraduate Dean not support the application, appeal may be made to the Recruitment Lead whose decision will be final. The Recruitment lead may be the recruitment team at the office managing recruitment or at the deanery to whom you are making your application.

⁶ A selection centre is a process not a place. It involves a number of selection activities that may be delivered within the Unit of Application.

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| Career Progression⁷ | <ul style="list-style-type: none"> • Ability to provide a complete 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 • At least 12 months experience⁸ in medical training (including Foundation modules) by time of appointment² | Application form Interview / Selection centre |
| Application Completion | ALL sections of application form completed FULLY according to written guidelines | Application form |

| Selection Criteria | | | |
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| | Essential | Desirable | When Evaluated |
| Career Progression | As Above <ul style="list-style-type: none"> • At least 12 months experience in Core Surgical Training or equivalent | <ul style="list-style-type: none"> • At least 12 months experience⁵ in OMFS (including Foundation modules) by time of appointment² • | Application form Interview / Selection centre |
| Clinical Skills | Technical Knowledge & Clinical Expertise: <ul style="list-style-type: none"> • Capacity to apply sound clinical knowledge & awareness and prioritise clinical need • Demonstrates appropriate technical and clinical competence and evidence of the development of diagnostic and clinical judgement • Validated logbook with summary documentation of surgical exposure to date | Personal Attributes: <ul style="list-style-type: none"> • Shows aptitude for practical skills, e.g. hand-eye co-ordination, dexterity, visuo-spatial awareness • Attendance at relevant courses, e.g. ALS, ALERT, CrISP or equivalent | Application form Interview / Selection centre References |

⁷ All experience in posts at any level count irrespective of the country the experience is gained in

⁸ Any time periods specified in this person specification refer to full time equivalent

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| <p>Personal Skills</p> | <p>Judgement under Pressure:</p> <ul style="list-style-type: none"> • Capacity to be objective in highly emotive situations & pressurised environments • Awareness of own limitations & when to ask for help • Recognises stressful situations and responds appropriately <p>Communication Skills:</p> <ul style="list-style-type: none"> • Capacity to adjust language as appropriate to the situation, able to discuss treatment options with patients in a way they can understand <p>Problem Solving:</p> <ul style="list-style-type: none"> • Capacity to bring a range of approaches to problem solving <p>Situation Awareness:</p> <ul style="list-style-type: none"> • Capacity to monitor and anticipate situations that may change rapidly <p>Decision Making:</p> <ul style="list-style-type: none"> • Demonstrates effective judgement and decision-making skills <p>Leadership & Team Involvement:</p> <ul style="list-style-type: none"> • Capacity to work effectively in a multidisciplinary team and demonstrate leadership as appropriate • Capacity to establish good working relations with others <p>Organisation & Planning:</p> <ul style="list-style-type: none"> • Capacity to manage time and prioritise workload, balance urgent & important demands and follow instructions | | <p>Application form Interview / Selection centre References</p> |
| <p>Probity</p> | <p>Professional Integrity:</p> <ul style="list-style-type: none"> • Takes responsibility for own actions, demonstrates respect for the rights of all • Demonstrates awareness of ethical principles, safety, confidentiality & consent • Awareness of importance of being the patient's advocate, clinical governance & responsibilities of being an NHS employee | | <p>Application form Interview / Selection centre References</p> |

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| Commitment To Specialty | Learning & Development: <ul style="list-style-type: none"> • Shows realistic insight into OMFS and the personal demands to surgery • Demonstrates knowledge of the OMFS training programme & commitment to own personal and professional development • Shows critical & enquiring approach to knowledge acquisition, commitment to self-directed learning and a reflective/analytical approach to practice | <ul style="list-style-type: none"> • Extracurricular activities • Achievements relevant to oral & maxillofacial surgery, including elective, FP attachments or other relevant experience | Application form Interview / Selection centre References |
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