

TRAINING INTERFACE GROUP INBREAST SURGERY

PERSON SPECIFICATION FOR ADVANCED TRAINING IN BREAST ONCOPLASTIC SURGERY

	ESSENTIAL	EVALUATED	DESIRABLE	EVALUATED
STATUS	<ul style="list-style-type: none"> Reconstructive Surgery as a chosen career Currently holding a National Training Number Minimum of 6 months training remaining before CCT at time of taking up post RITA C/ARCP Outcome 1 awarded at most recent annual assessment Eligible for registration with the GMC 	<p>AF, IV</p> <p>AF, IV</p>		
QUALIFICATIONS	<ul style="list-style-type: none"> MB BS / MB ChB or equivalent MRCS / FRCS or equivalent 	<p>AF</p> <p>AF</p> <p>AF</p> <p>AF</p>	<ul style="list-style-type: none"> BSc (or other intercalated degree) MD PhD Intercollegiate Specialty Examination (Plastic Surgery / Breast) Part I – acquired by closing date Part II – acquired prior to taking up the post 	AF
CLINICAL EXPERIENCE	<ul style="list-style-type: none"> Four years satisfactory higher surgical training in Plastic Surgery / Specialist Breast within General Surgery training at time of taking up the post Demonstrable Log Book data to confirm Surgical Experience. 	AF	<ul style="list-style-type: none"> Demonstrated experience in Reconstructive Aesthetic surgery of adults and children 	AF, I/IV, Ref

	ESSENTIAL	EVALUATED	DESIRABLE	EVALUATED
CLINICAL SKILLS	<ul style="list-style-type: none"> • Good manual dexterity and hand / eye co-ordination • Experience of clinical risk management • Competent to work without direct supervision where appropriate • Clear, logical thinking showing an analytical/scientific approach • Experience and ability to work in multi professional teams 	<p>Ref</p> <p>AF, I/V</p> <p>I/V, Ref</p> <p>AF, I/V</p> <p>AF, I/V</p>	<ul style="list-style-type: none"> • To have had exposure to reconstructive aesthetic surgery and an understanding of the fundamental principles of the management of patients with congenital or acquired deformity. • Attendance at relevant courses 	
KNOWLEDGE	<ul style="list-style-type: none"> • Appropriate level of clinical knowledge • Shows knowledge of evidence-informed practice • Shows awareness of own limitations 	<p>Ref</p> <p>I/V</p> <p>I/V, Ref</p>	<ul style="list-style-type: none"> • Demonstrates breadth of experience and awareness in and outside specialty • Information Technology skills 	<p>I/V</p> <p>AF</p>
ORGANISATION & PLANNING	<ul style="list-style-type: none"> • Ability to prioritise clinical need • Ability to organise oneself & own work • Active involvement in audit. Demonstrates a proven track record in audit associated with breast disease or breast aesthetics. 	<p>I/V, Ref</p> <p>I/V, Ref</p> <p>AF, I/V</p>	<ul style="list-style-type: none"> • Understanding of NHS, clinical governance & resource constraints; mgmt/financial awareness exp of committee work 	<p>I/V</p>
TEACHING SKILLS	<ul style="list-style-type: none"> • Evidence of teaching experience • Enthusiasm for teaching; exposure to different groups / teaching methods 	<p>AF, I/V</p> <p>AF, I/V</p>	<ul style="list-style-type: none"> • Education qualification 	<p>AF</p>

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ACADEMIC/ RESEARCH	<ul style="list-style-type: none"> • Previous experience with research and audit projects 	AF	<ul style="list-style-type: none"> • Research experience in breast disease or reconstruction, presentations, publications, prizes and honours • Paper / presentation at a national or international meeting or published in a peer review journal 	AF, I/V AF, I/V
CAREER PROGRESSION	<ul style="list-style-type: none"> • Demonstrates a smooth career pathway • • Progression of career consistent with personal circumstances • 		Application supported by Training Programme Director	AF
PERSONAL SKILLS	<ul style="list-style-type: none"> • Communication & Language Skills - the ability to communicate with clarity and intelligibility in written and spoken English; ability to build rapport, listen, persuade, negotiate 	AF, I/V, Ref	<ul style="list-style-type: none"> • The ability to produce legible notes 	AF
	<ul style="list-style-type: none"> • Decisiveness/ Accountability -ability to take responsibility, show leadership, make decisions, exert appropriate authority 	I/V, Ref		
	<ul style="list-style-type: none"> • Interpersonal Skills - see patients as people, empathise, work co-operatively with others, open and non-defensive, sense of humor 	AF, I/V, Ref		

	ESSENTIAL	EVALUATED	DESIRABLE	EVALUATED
PERSONAL SKILLS (contd)	<ul style="list-style-type: none"> • Uses a Non-Judgmental 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 • Resilience - able to operate under pressure, cope with setbacks, self-aware 	<p>I/V, Ref</p> <p>I/V, Ref</p> <p>I/V, Ref</p>		
	<ul style="list-style-type: none"> • Thoroughness – is well prepared, shows self-discipline/commitment, is punctual and meets deadlines • Shows Initiative/ Drive/ Enthusiasm - self-starter, motivated, shows curiosity, initiative) • Probity - displays honesty, integrity, aware of ethical dilemmas, respects confidentiality 	<p>AF, I/V, Ref</p> <p>I/V, Ref</p>		
PHYSICAL REQUIREMENT	<ul style="list-style-type: none"> • Meets professional health requirements 	pre-employment health screening		