### Person Specification

<table>
<thead>
<tr>
<th>Requirements</th>
<th>Essential</th>
<th>Desirable</th>
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</table>
| **Status**   | ● Relevant specialty as a chosen career  
               ● Currently holding a National Training Number (or equivalent)  
               ● Pre certification at the start of the fellowship*  
               ● Pre certification (or equivalent) for the whole of the Fellowship or permission from Training Programme Director to extend training to complete the fellowship.**  
               ● ARCP Outcome 1 (or equivalent) awarded at most recent annual assessment.  
               ● Eligible for registration with the GMC. | |
| **Qualifications** | ● MB BS / MB ChB or equivalent  
                            ● MRCS / FRCS  
                            ● Intercollegiate Specialty Examination Part I – acquired by closing date  
                              Part II – acquired by time of appointment*  
                              ● BSc (or other intercalated degree)  
                              ● MSc / other Masters degree  
                              ● MD / Mphil  
                              ● PhD | |
| **Clinical Experience** | ● Four years satisfactory higher surgical training (or equivalent) in Plastic Surgery / General Surgery/ Ophthalmology/ ENT or three years in OMFS at time of appointment*.  
                            ● Demonstrated experience in reconstructive aesthetic surgery of adults and children | |
| **Clinical skills** | ● 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  
                             ● Evidence from surgical logbook  
                             ● 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 | |
<table>
<thead>
<tr>
<th>Category</th>
<th>Knowledge</th>
<th>Organisation and Planning</th>
<th>Teaching Skills</th>
<th>Academic/Research</th>
<th>Audit</th>
<th>Career Progression</th>
<th>Personal Skills</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Appropriate level of clinical knowledge</td>
<td>• Ability to prioritise clinical need</td>
<td>• Evidence of teaching experience</td>
<td>• Evidence of research experience</td>
<td>• Active involvement in audit.</td>
<td>• Demonstrates a smooth career pathway</td>
<td>• Communication and language skills (the ability to communicate with clarity and intelligibility in written and spoken english; ability to build rapport, listen, persuade, negotiate)</td>
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<td>• Shows knowledge of evidence-informed practice</td>
<td>• Ability to organise oneself and own work</td>
<td>• Enthusiasm for teaching; exposure to different groups / teaching methods</td>
<td>• Research experience, presentations, publications, prizes and honours</td>
<td>• Progression of career consistent with personal circumstances</td>
<td>• The ability to produce legible notes</td>
<td>• Decisiveness/ Accountability</td>
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<td>• Shows awareness of own limitations</td>
<td>• Active involvement in audit</td>
<td></td>
<td>• Paper / presentation at a national or international meeting or published in a peer review journal</td>
<td>• Application supported by Training Programme Director</td>
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of exposure to operative surgery relevant to the specialty

• Demonstrates breadth of experience and awareness in and outside specialty
• Information Technology skills

Understanding of NHS, clinical governance and resource constraints; management/ financial awareness
• Experience of committee work

Education qualification

Research experience, presentations, publications, prizes and honours
• Paper / presentation at a national or international meeting or published in a peer review journal

The ability to produce legible notes
<table>
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<tr>
<th>Physical Requirements</th>
<th>Meets professional health requirements</th>
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* Time of appointment refers to the start date of the 1st of February 2017.

** Training cannot be extended solely to allow for the fulfilling of this criteria.