**PERSON SPECIFICATION**

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| **This form must accompany the Job Description to which it refers.** |
| **Job Title** | Consultant in Public Health / Medicine  |
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| **Band/Grade** | Consultant  |

| **ATTRIBUTES** | **ESSENTIAL** | **DESIRABLE** |
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| **Qualifications** | **GMC-registered professionals** * Inclusion in the GMC Full Register; and
* Inclusion in the GMC Specialist Register with a license to practice

If included in the GMC Specialist Register in a specialty other than public health medicine, you must have equivalent training and/or appropriate experience of public health practice. Public health **specialty registrar applicants** who are not yet on the GMC Specialist Register, GDC Specialist List in dental public health or UKPHR **must provide verifiable signed documentary evidence that they are within 6 months** of gaining entry to a register at the date of interview.CCT and CESR (overseas applicants:If an applicant is UK trained in Public Health, they must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interviewIf an applicant is non-UK trained, they will be required to show evidence of equivalence to the UK CCT**GDC-registered professionals*** Inclusion in the GDC Specialist List

If included in the GDC Specialist List in a specialty other than dental public health, you must have equivalent training and/or appropriate experience of public health practice. The National Health Service (Appointment of Consultants) Regulations 1996 (legislation.gov.uk)**UKPHR-registered professionals** * Inclusion in the UK Public Health Register (UKPHR) for Public Health Specialists

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| **Training** | * MFPH - unless candidate is demonstrating equivalent training from another medical specialty
* Minimum 6 months training in health protection
* Competent in undertaking unsupervised on call duties in health protection\*
* Documented evidence of current or past competence at the level required to be designated as a Competent Person under the 2008 Public Health (Scotland) Act. Where past evidence of competence is presented, this competence must be able to be refreshed and updated
* Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body
 | * MRCPath or MRCP by examination, by exemption or by assessment
* Postgraduate qualification in Public Health
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| **Experience**  | * Experience of and demonstrable competency in dealing with environmental hazards/chemical incidents
* Experience and demonstrable competency in dealing with communicable disease control in a wide variety of settings including incident management and out of hours on call
* Experience of working with other agencies
* Ability to assess the need for prophylaxis of infectious diseases of public health importance
* Networking with a range of colleagues from different disciplines engaged in Health Protection
* Leading and reporting on an epidemiological investigation
* Chairing multi-agency meetings and leading multidisciplinary teams
* Communicating on risks to public health especially to NHS professionals and the media
* Strategic thinker with proven leadership skills
* Excellent oral and written communication skills (including dealing with the public and the media)
* Leading an incident management team
* Experience working in Health Protection at consultant level in an NHS board (or equivalent) in Blood-borne Viral Infections/Sexually Transmitted Infection
* Leading and reporting on a public health project or programme
 | * Experience of emergency planning
* Experience of Training and mentoring
* Scientific publications, presentation of papers at conferences, seminars, etc
* Project management
* Staff management and training
* Practical experience in facilitating change
* Budget management
* Participating in the development and implementation of public health policy related to one or more topics covered by the post
* An interest and previous experience in practical and academic research in relevant health protection topic areas
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| **Personal Qualities** | * Able to prioritise work and work well against a background of change and uncertainty
* Adaptable to situations, can handle people of all capabilities and attitudes
* Commitment to team working and respect and consideration for the skills of others
* Self-motivated, pro-active and innovative
* Ability to work as part of a multi-disciplinary team
* High standards of professional probity
* Strong commitment to public health principles
* For the period of on-call work, there is a need to be within 1 hour travelling time from the Glasgow or Edinburgh base. Candidates are advised to seek update prior to or at interview to learn if this has been amended
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| **General**  | * Effective interpersonal, motivational and influencing skills
* Able to respond appropriately in unplanned and unforeseen circumstances
* Sensible negotiator with practical expectation of what can be achieved
* Substantially numerate, with highly developed analytical skills using qualitative and quantitative data
* Computer literate
* Ability to design, develop, interpret and implement policies
* Ability to concentrate for long periods( eg analyses, media presentations)
* Resource management skills
* Methods of surveillance and epidemiological investigation, risk assessment, prevention and control of communicable and noncommunicable diseases, risk communication and case, incident and programme management
 | * Broader public health practice (e.g. health improvement, health economics and health care design and evaluation) especially as it relates to one or more topics covered by one of the posts
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| **Knowledge and Understanding** | * The NHS in Scotland especially its public health services and those related to diseases caused by infectious agents and environmental hazards
* Methods of research, critical appraisal of evidence, guideline development and statistical predictive modelling
* The social and political environment
 | * Local authorities and national non-NHS public bodies especially those which relate to one or more topics covered by one of the posts
* Legal and regulatory issues especially those which relate to one or more topics covered by one of the posts
* NHS and Governmental policy development especially as they relate to one or more topics covered by one of the post
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