**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 interview  If 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 |  |
| **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 |
| **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 |
| **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 |  |
| **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 |
| **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 |