# PERSON SPECIFICATION

**Locum Appointment for Dental Core Training (DCT2)**

**NHS Education for Scotland**

**NHS Tayside**

**September 2024**

**Fixed term 1 year**

**ENTRY CRITERIA**

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| **ESSENTIAL CRITERIA** | **WHEN EVALUATEDi** |
| **Qualifications**  Applicants must have BDS or equivalent dental qualification | Application /CV |
| **Eligibility**   * Applicants must be registered with the GDC by time of post commencement ii * Applicants must be eligible to work in the UK * Applicants must have evidence of completion of a UK Dental Core Training Year 1 programme of equivalent iii by the time of post commencement * Applicants must have at least 48 months whole time equivalent (WTE) postgraduate clinical experience by time of post commencement * Applicants must provide evidence of ability to arrange transport to meet the requirements of the post v * Satisfactory completion of Vocational training (VT) with VT number or be in a position to obtain a GDS list number in Scotland iv | Application/CV, interview vi |
| **Fitness to practise**   * Is up to date and fit to practise safely * Satisfactory enhanced Disclosure Scotland (PVG) or equivalent | Application/CV Interview References |
| **Language skill**s vii  Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues, as assessed by the General Dental Council. | Application/CV Interview |
| **Health**  Applicants must meet professional health requirements (in line with GDC standards). | Application/CV Pre-employment health screening |
| **Career progression**  Applicants must:   * Be able to provide complete details of their employment history * Have evidence that their career progression is consistent with their personal circumstances * Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training | Application/CV Interview |

**SELECTION CRITERIA**

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| **ESSENTIAL CRITERIA** | **DESIRABLE CRITERIA** | **WHEN EVALUATED** |
| **Clinical skills – clinical knowledge & expertise** | | Application/CV Interview References |
| * Capacity to apply sound clinical knowledge and awareness to full investigation of problems * Capable of conducting operative procedures * Personal involvement in clinical governance including clinical audit or significant event analysis * Understand the principles and relevance of clinical research | * Evidence of previous postgraduate hospital dental experience * Experience of working with vulnerable / priority groups |
| **Personal skills** | | Application/CV  Interview References |
| **Communication skills:**   * Effective oral and written communication skills * Capacity to adjust behaviour and language as appropriate to needs of differing situations   **Conceptual thinking and problem solving:**   * Capacity to think beyond the obvious, with analytical and flexible mind   **Empathy and sensitivity:**   * Capacity and motivation to take in others’ perspectives and to treat others with understanding * Demonstrates an understanding of a patient centred approach   **Teamwork and leadership:**   * Capacity to work effectively in partnership with others as part of a multi-disciplinary team * Evidence of leadership   **Organisation and planning:**   * Demonstrates effective organisational skills, including ability to plan and prioritise own workload to meet deadlines   **IT skills:**   * Good use of IT systems and packages   **Coping with pressure:**   * Capacity to know own limitations and be prepared to seek advice * Potential to cope with stressful situations and undertake responsibility   **Values:**   * Understands, respects and demonstrates the following values: everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion |  |
| **Probity – professional integrity** | | Application/CV Interview  References |
| * Capacity to take responsibility for own actions * Demonstrate respect for all * Able to demonstrate professional attitude |  |

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| **ESSENTIAL CRITERIA** | **DESIRABLE CRITERIA** | **WHEN EVALUATED** |
| **Commitment to learning and personal development** | | Application/CV Interview References |
| * Capacity and motivation to learn from experience and constantly update skills/knowledge | * Working towards or already obtained postgraduate qualifications (MFDS, MJDF or equivalent) * Portfolio containing evidence of progression and development of clinical skills and professional development * Publications * Presentations |

i ‘When is this evaluated’ is indicative but may be carried out at any time throughout the selection process.

ii Refers to the date at which the post commences.

iii For details of UK Dental Core Training equivalence, please refer to DCTNRO website.

iv Essential for all DCT training posts based in Primary Care setting and desirable for all other posts. Not essential for Community Dental Service posts in Northern Ireland or Wales.

v Many DCT posts require the post holder to travel between different hospital/clinic sites within a working day.

vi Selection centre’ refers to a process, not a place. It involves a number of selection activities which may be delivered within the unit of application.

vii The language skills requirements for DCT recruitment are based on those required for GDC registration.