**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 or Band 8D |

| **ATTRIBUTES** | **ESSENTIAL** | **DESIRABLE** |
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| **Qualifications** | **GMC-registered professionals**   * Postgraduate qualification in Public Health * 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 six months** of gaining entry to a register at the date of interview.  CCT and CESR 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 applies under CESR qualification, this must have been awarded at the point of application in order for it to be valid for post eligibility.  If an applicant is non-UK trained, they will be required to show evidence of equivalence to the UK CCT.  **Candidates will not clear pre-employment checks until they can provide confirmation they are a holder of a CCT and are on the GMC Specialist Register.**  **GDC-registered professionals**   * Postgraduate qualification in Public Health * 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**   * Postgraduate qualification in Public Health * 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 |
| **Experience** | * Experience working in Health Protection at consultant level in an NHS board (or equivalent) in vaccination and immunisation * Experience of and demonstrable competency in dealing with vaccine preventable disease incidents and outbreaks * 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 * Ability to support and lead a high quality, safe, and efficient vaccination and immunisation programme * Experience of working with other agencies * Ability to assess the need for pre and post-exposure 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 * 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, these duties can be done from outwith an hour of travel time from PHS premises in the Central Belt, including from non-Scottish UK locations. |  |
| **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 (e.g. 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 hazard * 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 |