

LANGUAGE SKILLS	<ul style="list-style-type: none"> All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues which could be demonstrated by one of the following: <ul style="list-style-type: none"> a) that applicants have undertaken undergraduate medical training in English; or b) have the following scores in the academic International English Language Testing System (IELTS) – Overall 7, Speaking 7, Listening 6, Reading 6, Writing 6. However, if applicants believe that they have adequate communication skills but do not fit into one of the examples they need to provide evidence 		Application form Interview / Selection centre
HEALTH	<ul style="list-style-type: none"> Meets professional health requirements (in line with GMC standards/Good Medical Practice) 		Application form Pre-employment health screening
CAREER PROGRESSION	<ul style="list-style-type: none"> Ability to provide complete details of employment history At least 24 months' experience⁴ in acute care specialties (not including Foundation modules) by August 2008 		Application form
APPLICATION COMPLETION	<ul style="list-style-type: none"> ALL sections of application form FULLY completed according to written guidelines 		Application form

SELECTION CRITERIA			
CLINICAL SKILLS	<ul style="list-style-type: none"> Clinical Knowledge & Expertise: Capacity to apply sound clinical knowledge & judgement. Able to prioritise clinical need Successful completion of at least 2 UK advanced life support provider training courses (ALS, ATLS, EPLS, APLS) or equivalent 	<ul style="list-style-type: none"> Personal Attributes: Shows aptitude for practical skills, e.g. manual dexterity Recommendation for Instructor training for a UK advanced life support course (ALS, ATLS, EPLS, APLS) or equivalent 	Application form Interview / Selection centre References

⁴ Any time periods specified in this person specification refer to full time equivalent

<p>ACADEMIC / RESEARCH SKILLS</p>	<ul style="list-style-type: none"> • Research Skills: Demonstrates understanding of the principles of audit & research 	<ul style="list-style-type: none"> • Evidence of relevant academic & research achievements , e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements • Evidence of active participation in audit • Teaching: Evidence of interest and experience in teaching • Research: Evidence of active participation in research 	<p>Application form Interview / Selection centre</p>
<p>PERSONAL SKILLS</p>	<ul style="list-style-type: none"> • Vigilance & Situational Awareness: Capacity to be alert to dangers or problems, particularly in relation to clinical governance. Demonstrates awareness of developing situations • Coping with Pressure: Capacity to function under pressure. Demonstrates initiative, flexibility & resilience to cope with setbacks & adapt to rapidly changing circumstances. Awareness of own limitations & when to ask for help • Managing Others & Team Involvement: Capacity to work cooperatively with others and demonstrate leadership when appropriate. Capacity to work effectively in multi-professional teams • Problem Solving & Decision Making: Capacity to use logical/lateral thinking to solve problems & make decisions • Empathy & Sensitivity: Capacity to take in others' perspectives and see patients as people • Communication Skills: Demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation • Organisation & Planning: Capacity to organise oneself & prioritise own work. Demonstrates punctuality, preparation & self-discipline. Understands importance of information technology 		<p>Application form Interview / Selection centre References</p>

PROBITY	<ul style="list-style-type: none"> • Professional Integrity & Respect for Others: Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others. Displays honesty, integrity, awareness of confidentiality & ethical issues 		Application form Interview / Selection centre References
COMMITMENT TO SPECIALTY	<ul style="list-style-type: none"> • Learning & Personal Development: Demonstrates interest and realistic insight into emergency medicine. Demonstrates self-awareness & ability to accept feedback 	<ul style="list-style-type: none"> • Extracurricular activities / achievements relevant to emergency medicine 	Application form Interview / Selection centre References