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**Person Specification**

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| **Post Title: Medical Director and Palliative Care Consultant** | **Grade: Consultant** |  |
| **Criteria relevant to the job** | **Essential**Requirements necessary for safe and effective performance in the job | **Method of Assessment** | **Desirable**Where available, elements that contribute to improved/immediate performance in the job | **Method of Assessment** |
| Qualifications and Training | * MBBS or similar medical degree
* Relevant Higher Degree (MD, MSc, PhD)
* MRCP/MRCGP/FRCA/FRCR or equivalent
* Full GMC Registration and Licence to Practice
* Certificate of Completion of Training (CCT) in Palliative Medicine or equivalent and Inclusion on the Palliative Medicine Specialist Registered (or within 6 months at time of interview) OR recognised equivalent training and progression to CESR OR entered on the GMC Specialist Register via European Community Rights.
 |  | Specialist interest and expertise to complement colleagues |  |
| Experience | * Substantial experience of specialist palliative care across a range of care settings
* Can demonstrate improved patient care through personal involvement in clinical governance procedures such as audit.
* Ability to take full and independent responsibility for clinical care of patients
* Commitment to and experience of undergraduate and postgraduate education
* Evidence of providing clinical teaching, supervision and support for medical students, registrars and others training for recognised qualifications in palliative care.
* Evidence of supporting junior medical colleagues with annual appraisal and meeting requirements for revalidation
* Comprehensive patient management, ability to train/supervise junior medical staff and medical students
* Experience of effective multi-disciplinary team working
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| * Experience of involvement in a research project and publication or published audit project
* Evidence of commitment to Service Development
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| * Attendance at advance communications skills course
* Previous experience of working in a hospice
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| Skills and Knowledge |

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| * Effective clinical skills
* Excellent organisational skills and the ability to meet deadlines
* Excellent leadership, influencing and motivational skills
* Ability to manage own time, workload and prioritise clinical work
* Ability to develop strategic priorities and organise staff and resources to achieve high quality patient care and health care targets
* Ability to work successfully in a multi-professional/ disciplinary team and across organisational boundaries
* Excellent written communication skills including the ability to summarise a discussion clearly and accurately
* Excellent oral communication skills including active listening skills, competency in English to a level that enables the role of Consultant to be undertaken effectively and to assure the delivery of safe care to patients, the ability to understand and summarise a discussion, ask appropriate questions, provide constructive challenge and give effective feedback
* Ability to communicate effectively with patients, relatives, GPs, nurses and other agencies
* Ability to appraise own performance, demonstrate insight and act on feedback
* Positive approach to the job planning and appraisal process
* Understanding of the leadership skills required to function successfully as a Consultant
* Understanding of and commitment to the responsibilities of doctors as set out in Good Medical Practice
* Ability to use IT and standard Microsoft packages effectively
* Understand and familiar with current National and local initiatives relating to palliative care and end of life care.
* Ability to critically appraise published research
* Understanding of concepts and conduct of research in palliative care
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| * Specific qualification in education and training.
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| Personal Attributes | * Able to evidence behaviour consistent with the Hospice values of professionalism, choice, integrity and reputation, respect and compassion
* Ability and resilience to deal effectively with pressure
* Thoroughness and attention to detail
* Emotional intelligence with excellent interpersonal skills
* Self-aware with the ability to adapt behaviour to meet the needs of other healthcare practitioners and support staff
* Ability to command respect and credibility in multi-agency meetings
* Caring attitude to patients
* Commitment to continuing medical education and the requirements of clinical governance and audit
 |  | * Willingness to engage with wider aspects of Hospice such as public education and profile of fundraising
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| Special Requirements | * Able to independently travel to meet the requirements of the job
* Membership of a recognised Professional Defence Organisation
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