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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 |  | |  |  | | --- | --- | | * Experience of involvement in a research project and publication or published audit project * Evidence of commitment to Service Development | | | * Attendance at advance communications skills course * Previous experience of working in a hospice | |  |
| Skills and Knowledge | |  | | --- | | * 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 | |  | |  | | --- | | * Specific qualification in education and training. | |  |
| 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 |  |
| Special Requirements | * Able to independently travel to meet the requirements of the job * Membership of a recognised Professional Defence Organisation |  |  |  |