## ENTRY CRITERIA

### QUALIFICATIONS
- MBBS or equivalent medical qualification

### ELIGIBILITY
- Eligible for full registration with the GMC at time of appointment
- Evidence of achievement of **Foundation competences** by August 2009 in line with GMC standards/Good Medical Practice including:
  - Good clinical care
  - Maintaining good medical practice
  - Good relationships and communication with patients
  - Good working relationships with colleagues
  - Good teaching and training
  - Professional behaviour and probity
  - Delivery of good acute clinical care
- Evidence of achievement of **ST1 competences** in this specialty by August 2009
- Eligibility to work in the UK

### FITNESS TO PRACTISE
- Is up to date and fit to practise safely

### LANGUAGE SKILLS
- 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:
  - 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

### HEALTH
- Meets professional health requirements (in line with GMC standards/Good Medical Practice)

### CAREER PROGRESSION
- Ability to provide complete details of employment history
- Evidence that career progression is consistent with personal circumstances
- Evidence that present achievement and performance is commensurate with totality of period of training
- At least 12 months’ **experience** in this specialty at ST/SHO level (not including Foundation modules) by August 2009

### APPLICATION COMPLETION
- ALL sections of application form FULLY completed according to written guidelines

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1. "when evaluated" is indicative, but may be carried out at any time throughout the selection process
2. A selection centre is a process not a place. It involves a number of selection activities that may be delivered within the Unit of Application.
3. Any time periods specified in this person specification refer to full time equivalent
<table>
<thead>
<tr>
<th>SELECTION CRITERIA</th>
<th>Essential</th>
<th>Desirable</th>
<th>When Evaluated</th>
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</thead>
<tbody>
<tr>
<td><strong>CLINICAL SKILLS</strong></td>
<td>• Clinical Knowledge &amp; Expertise: Appropriate knowledge base and capacity to apply sound clinical judgement</td>
<td>• Personal Attributes: Shows aptitude for practical skills, e.g. hand-eye coordination, dexterity</td>
<td>Application form Interview / Selection centre References</td>
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<tr>
<td><strong>ACADEMIC / RESEARCH SKILLS</strong></td>
<td>• Research Skills: Demonstrates understanding of the principles of audit and research</td>
<td>• Evidence of relevant academic &amp; 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</td>
<td>Application form Interview / Selection centre</td>
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<tr>
<td><strong>PERSONAL SKILLS</strong></td>
<td>• Empathy &amp; Sensitivity: Capacity to take in others’ perspectives, sees patients as people, able to develop rapport • Communication Skills: Capacity to adapt language as appropriate to the situation, open and non-defensive • Managing Others &amp; Team Involvement: Capacity to work cooperatively with others and show leadership/authority where appropriate • Problem Solving &amp; Decision Making: Capacity to use logical/lateral thinking to solve problems and make decisions • Coping with Pressure: Capacity to operate under pressure. Demonstrates initiative &amp; resilience to cope with setbacks &amp; adapt to rapidly changing circumstances • Organisation &amp; Planning: Capacity to manage time and information effectively. Capacity to prioritise clinical tasks</td>
<td></td>
<td>Application form Interview / Selection centre References</td>
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<td><strong>PROBITY</strong></td>
<td>• Professional Integrity: Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others</td>
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<td>Application form Interview / Selection centre References</td>
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<td><strong>COMMITMENT TO SPECIALTY</strong></td>
<td>• Learning &amp; Personal Development: Realistic insight into specialty. Demonstrates self-awareness and commitment to personal &amp; professional development</td>
<td>• Extracurricular activities / achievements relevant to ophthalmology</td>
<td>Application form Interview / Selection centre References</td>
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</tbody>
</table>