<table>
<thead>
<tr>
<th>ENTRY CRITERIA</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
<th>WHEN EVALUATED</th>
</tr>
</thead>
<tbody>
<tr>
<td>QUALIFICATIONS</td>
<td>MBBS or equivalent medical qualification</td>
<td>Successful completion of MRCS or equivalent at time of application</td>
<td>Application form</td>
</tr>
<tr>
<td>ELIGIBILITY</td>
<td>Eligible for full registration with the GMC at time of appointment</td>
<td>Evidence of achievement of Foundation competencies by time of appointment 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 &amp; ST2 competencies in surgery at time of appointment &amp; ST3 competencies in surgery by August 2008 Evidence of achievement of ST1, ST2 &amp; ST3 competencies relevant to neurosurgery by August 2008 Eligibility to work in the UK</td>
<td>Application form Interview / Selection centre</td>
</tr>
<tr>
<td>FITNESS TO PRACTISE</td>
<td>Is up to date and fit to practise safely</td>
<td></td>
<td>Application form References</td>
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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.
| 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. | Application form | Interview / Selection centre |
| HEALTH | Meets professional health requirements (in line with GMC standards/Good Medical Practice) | Application form | Pre-employment health screening |
| CAREER PROGRESSION | Ability to provide complete details of employment history  
  At least 30 months’ experience in all surgical disciplines (not including Foundation modules) by August 2008, including at least 18 months’ experience in neurosurgery. | Application form | |
| APPLICATION COMPLETION | ALL sections of application form FULLY completed according to written guidelines | Application form | |

**SELECTION CRITERIA**

| CLINICAL SKILLS | Technical Knowledge & Clinical Expertise: Capacity to apply sound clinical knowledge & judgement & prioritise clinical need. Demonstrates appropriate technical competence & evidence of development of excellent diagnostic skills & judgement  
  Validated logbook documentation of surgical exposure to date | Personal Attributes:  
  Shows aptitude for practical skills, e.g. hand-eye co-ordination, dexterity, visuo-spatial awareness  
  Attendance at relevant courses, e.g. ATLS, Basic Surgical Skills or equivalent | Application form | Interview / Selection centre  
  References |

3 Any time periods specified in this person specification refer to full time equivalent
| ACADEMIC / RESEARCH SKILLS | **Research Skills:** Demonstrates understanding of the basic principles of audit, clinical risk management & evidence-based practice. Understanding of research basic research principles, methodology & ethics, with potential to contribute to research  
| Teaching:** Evidence of contributing to teaching & learning of others  
| Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements  
| Evidence of a primary role in the completion of an audit project  
| Evidence of substantial contribution to clinical or laboratory research | Application form  
| Interview / Selection centre |
| PERSONAL SKILLS | **Judgement under Pressure:** Capacity to operate effectively under pressure & remain objective in highly emotive/pressurised situations. Awareness of own limitations & when to ask for help  
| **Communication Skills:** Capacity to communicate effectively & sensitively with others, able to discuss treatment options with patients in a way they can understand  
| **Problem Solving:** Capacity to think beyond the obvious, with analytical and flexible mind. Capacity to bring a range of approaches to problem solving  
| **Situation Awareness:** Capacity to monitor and anticipate situations that may change rapidly  
| **Decision Making:** Demonstrates effective judgement and decision-making skills  
| **Leadership & Team Involvement:** Capacity to work effectively in a multi-disciplinary team & demonstrate leadership when appropriate. Capacity to establish good working relations with others  
| **Organisation & Planning:** Capacity to manage time and prioritise workload, balance urgent & important demands, follow instructions. Understands importance & impact of information systems | Application form  
| Interview / Selection centre  
| References |
| PROBITY | **Professional Integrity:** Takes responsibility for own actions, demonstrates respect for the rights of all. Demonstrates awareness of ethical principles, safety, confidentiality & consent. Awareness of importance of being the patients’ advocate, clinical governance & responsibilities of an NHS employee | Application form  
| Interview / Selection centre  
| References |
| COMMITMENT TO SPECIALTY | Learning & Development: Shows realistic insight into neurosurgery and the demands of a surgical lifestyle. Demonstrates knowledge of training programme & commitment to own development. Shows critical & enquiring approach to knowledge acquisition, commitment to self-directed learning & reflective/analytical approach to practice | Extracurricular activities / achievements relevant to neurosurgery | Application form  
Interview / Selection centre  
References |