**Defined Specialists**

**Demonstrating higher achievement**

To be read in conjunction with tip on summarising pieces of work for your portfolio

“A leader is one who knows the way, goes the way, and shows the way.”

*John C. Maxwell*

There is no single right way to create a portfolio for either generalist or defined registration. The style and packaging of your portfolio is your own.

Having said that . . .

We suggest below things that we think will make it easier for assessors to recognise your higher achievement and give ideas on what you should include.

Being competent in specific areas of public health might enable you to achieve at a higher level; but describing higher achievement does not in itself necessarily demonstrate these public health competences. You may have implemented a public health strategy that happened to work well, but it may have been due to luck, blag, exploitation etc. Assessors need to know that your public health competence would make you the person to take forward similar work in a different situation or time. Similarly a single public health competence by itself does not enable you to be a higher achiever. An outstanding ability to carry out statistical analysis will not make you a higher achiever unless you apply it along with strategic leadership skills in a way that will impact on public health.

**To successfully claim two points for a competence you need to convince assessors that your competence is robust.**

**DEVELOPMENTAL DESCRIPTION**

You need to outline the developmental path of each specific competence you are claiming at a higher level through a brief developmental description. Where did your knowledge come from, how did you build on it, where did you first apply it, how have you honed your skills through application and experience. The focus would be on the later stages of the competence development rather than the early stages. You would cite the work that best illustrates your competence, and give particular focus to the work that demonstrated the highest level of application of the competence – your higher achievement.
You might choose to write these competence developmental descriptions separately from the summary describing higher achievement, cross referencing the two. Alternatively include it / them as a section within the summary describing your higher achievement. It would make it easier for assessors if each competence for which you are claiming two points is dealt with independently, but it may be possible to combine two or more closely related competences in one developmental description, again cross referencing.

Cross refer rather than duplicate, with clear signposting to the work or developmental description to which you are referring.

**KNOWLEDGE**

You will clearly illustrate how you built on your masters level knowledge and expertise in the competence you are claiming. This should include a sentence or two on how you started and why. This will include your sources of knowledge, developing new ways of working/thinking and the values, concepts and processes of public health that underpinned your work. You might include masterclasses, workshops, further taught courses, personal reading, individual experts who you worked with, all of which enabled you to build on your original, masters level, knowledge.

Higher achievement is defined as being something beyond what a generalist public health consultant could be expected to do. It is important to demonstrate both what you did that fitted this description, and also the knowledge base you drew on that informed your work.

The knowledge can be set down either

- as part of the show how summary, either within the narrative or a separate section by itself
- as part of an extended commentary within your know how section
- as part of the developmental description

Setting out how you know, what you know, in the knowledge section could make it simpler to write your higher summaries by referring back to this section.

However you choose to present it, you must clearly demonstrate you have a greater depth of knowledge, gathered from somewhere, that you draw on in your expert role.

**APPLICATION**

You will describe how you applied your competence at generalist level and how you built your skills through a range of roles and experiences, and then the pathway that led up to the higher level of application that you achieved. “I was so concerned about the increasing rates of unwanted teenage pregnancy that I decided the whole area needed an innovative and alternative approach . . .” or “The CMO had expressed concerns around a specific issue and requested that I lead on . . .”.

You will then need to describe the work that demonstrates the application of your competence and exceptional practice as a summary describing your higher achievement, which would probably include other competences at a higher level.
Strategic application
Say how you:
- Created new models and theories of working
- Set, made or changed local or national strategic direction
- Influenced local or national policy
- Designed and implemented new services
- Introduced new knowledge

IMPACT
What has been the impact of your higher achievement? Did you make an impact on the health of the population? What has happened that would not have happened if you did not have those competences? What other good outcomes and results have you achieved? Are you for instance acknowledged as an expert in the field? Is your name recognised beyond the limits of your post? Has the work been published? Have you won a prize? If yes, say so – do not be modest.

LEADERSHIP
You will also need to demonstrate strong leadership and your negotiating, facilitating and influencing skills.

REMEMBER - Leadership is different from management

CURRENT USE
How are you applying this developed competence in your current work.

REFLECTION – Your reflection should add to the level and substance of what you achieved (see Top Tip on writing a reflective piece).

Think about the competence you are claiming and ask yourself:
- What lessons have I learned?
- What challenges have I had and how did I overcome them? – would I respond to them differently now?
- What approach did I take to solving any problems? Did they work, or not, and why? How would I tackle these problems now?
- What complex and / or highly political situations have arisen, and how have I resolved them

End on where you are now, and what next?

Let your confidence to undertake future work at higher level shine through.