## 2013 Person Specification

### Application to enter Specialty Training at ST1: Ophthalmology

<table>
<thead>
<tr>
<th>Entry Criteria</th>
<th>Essential</th>
<th>When Evaluated</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Qualifications</strong></td>
<td>MBBS or equivalent medical qualification.</td>
<td>Application form</td>
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</tbody>
</table>
| **Eligibility** | • Eligible for full registration with the GMC at time of appointment and hold a current licence to practice.  
• Minimum of 2 years of postgraduate medical experience by August 2013 (equivalent to that obtained in a UK Foundation Training programme) | Application form |
| Either | • Evidence of current employment in a UKFPO affiliated Foundation Programme | Application form |
| OR | • 12 months experience after full GMC registration and evidence of achievement of Foundation competences in the 3 years before the intended start date (i.e. between 31st July 2010 and 1st August 2013 unless a different start date is specifically indicated in advance by the deanery) from a UKFPO affiliated Foundation Programme or equivalent in line with GMC standards/Good Medical practice including | Application form |
| | o Make the care or your patient your first concern  
| | o Protect and promote the health of patients and of the public  
| | o Provide a good standard of practice and care  
| | o Treat patients as individuals and respect their dignity  
| | o Work in partnership with patients  
| | o Be honest and open and act with integrity  
| | • Eligibility to work in the UK.  
| | • Not previously relinquished, released or removed from a training programme in this specialty except under exceptional circumstances | |
| **Fitness To Practise** | Is up to date and fit to practise safely. | Application form |
| **Language Skills** | All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues demonstrated by one of the following: | Application form |
| | o that applicants have undertaken undergraduate medical training in English; or  
| | o have achieved the following scores in the academic International English Language Testing System (IELTS) in a single sitting within 24 months at time of application – Overall 7, Speaking 7, Listening 7, Reading 7, Writing 7. | |

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1. ‘when evaluated’ is indicative, but may be carried out at any time throughout the selection process  
2. Time of appointment refers to the date at which the post commences  
3. The GMC introduced a licence to practice in 2009. Any doctor wishing to practice in the UK after this date must be both registered and hold a licence to practice at time of appointment.  
4. Examples might include ARCP outcome 4 or two or failure to progress after two or more failed RITA Es. Applications will only be considered if there is a letter of support from the Postgraduate Dean or designated Deputy of the deanery in which they worked. Should the Postgraduate Dean not support the application, appeal may be made to the Recruitment Lead whose decision will be final. The Recruitment lead may be the recruitment team at the office managing recruitment or at the deanery to whom you are making your application.  
5. 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.
### Health

Meet 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
- **18 months or less** experience in Ophthalmology (not including Foundation modules) by time of appointment
- Not previously released or removed from a UK Ophthalmology Specialty training programme
- Not previously resigned or relinquished a national training number for Ophthalmology specialty training except under extraordinary circumstances irrespective of the length of time in the training programme
- Does not already hold or eligible to hold an Ophthalmology CCT and is not currently on the specialist register, or equivalent, in any other EU member state

### Application Completion

ALL sections of application form completed FULLY according to written guidelines

### Selection Criteria

<table>
<thead>
<tr>
<th>Essential</th>
<th>Desirable</th>
<th>When Evaluated</th>
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</thead>
<tbody>
<tr>
<td>Clinical Knowledge &amp; Expertise:</td>
<td>Personal Attributes:</td>
<td>Interview / Selection centre References</td>
</tr>
<tr>
<td>• Appropriate knowledge base and capacity to apply sound clinical judgement</td>
<td>• Shows aptitude for practical skills and procedures, e.g. hand-eye coordination, dexterity</td>
<td></td>
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<tr>
<td>Research Skills:</td>
<td>• Evidence of relevant academic &amp; research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements</td>
<td>Application form Interview / Selection centre</td>
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<tr>
<td>• Demonstrates understanding of the principles of research</td>
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<tr>
<td>Audit</td>
<td>• Evidence of active participation in audit</td>
<td>Application Form Interview</td>
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<tr>
<td>Teaching</td>
<td>• Evidence of interest and experience in teaching</td>
<td>Application Form Interview</td>
</tr>
</tbody>
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6 All experience in posts at any level count irrespective of the country the experience is gained in  
7 Any time periods specified in this person specification refer to full time equivalent  
8 Applications will NOT be considered if an ARCP Outcome 4 or RITA E has been given at any point in their Ophthalmology training programme.  
9 Applications will only be considered if satisfactory progress (ARCP Outcome1) at the time of resignation/relinquishing the NTN has been demonstrated and there is a letter of support from either the Postgraduate Dean or Head of School in the Deanery in which they worked which confirms this.  
Extraordinary circumstances may be defined as a demonstrated change in circumstances, which can be shown to impact on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to hold a NTN either through sickness absence, as a LTFT trainee or in a period out of programme.
| Personal | Empathy & Sensitivity:  
- Capacity to take in others’ perspectives, sees patients as people, able to develop rapport | Application form  
Interview / Selection centre  
References |
| --- | --- | --- |
| Communication Skills:  
- Capacity to adapt language as appropriate to the situation, open and non-defensive |  |
| Managing Others & Team Involvement:  
- Capacity to work cooperatively with others and show leadership/authority where appropriate |  |
| Problem Solving & Decision Making:  
- Capacity to use logical/lateral thinking to solve problems and make decisions |  |
| Coping with Pressure:  
- Capacity to operate under pressure. Demonstrates initiative & resilience to cope with setbacks & adapt to rapidly changing circumstances |  |
| Organisation & Planning:  
- Capacity to manage time and information effectively. Capacity to prioritise clinical tasks |  |
| Probit | Professional Integrity:  
- Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others | Application form  
Interview / Selection centre |
| Commitment to specialty | Learning & Personal Development:  
- Realistic insight into specialty. Demonstrates self-awareness and commitment to personal & professional development | Application form  
Interview / Selection centre  
References |
|  | - Attendance at training courses specific to Ophthalmology  
- Extracurricular activities / achievements relevant to ophthalmology |  |