

# ADULT CONGENITAL CARDIOLOGY

## Person Specification

### Entry Criteria

Essential Criteria	When evaluated
<p style="text-align: center;"><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> <li>• MRCP(UK) full diploma <i>or</i> MRCPCH</li> </ul>	<p>Application form</p> <p>Application form</p>
<p style="text-align: center;"><b>Eligibility</b></p> <ul style="list-style-type: none"> <li>• Eligible for full registration with the GMC at time of appointment and hold a current licence to practise.</li> <li>• Evidence of achievement of Foundation competences from a UKFPO affiliated Foundation Programme or equivalent by time of appointment in line with GMC standards / Good Medical Practice including: <ul style="list-style-type: none"> <li>○ Make the care of your patient your first concern</li> <li>○ Protect and promote the health of patients and of the public</li> <li>○ Provide a good standard of practice and care</li> <li>○ Treat patients as individuals and respect their dignity</li> <li>○ Work in partnership with patients</li> <li>○ Be honest and open and act with integrity</li> </ul> </li> <li>• <b>If applying from an adult cardiology background:</b> <ul style="list-style-type: none"> <li>▪ Evidence of achievement of CT/ST1 &amp; CT/ST2 competences in medicine (as defined by the curricula relating to Core Medical training) supported by evidence from work-based assessments of clinical performance.</li> <li>▪ Evidence of achievement of ST3 &amp; ST4 competencies in Adult Cardiology by the time of interview, and ST5 competencies by the time of commencement of the ST6 training programme (as defined by the curricula relating to Cardiology training) supported by evidence from work-based assessments of clinical performance.</li> </ul> </li> <li>• <b>If applying from a paediatric cardiology background:</b> <ul style="list-style-type: none"> <li>▪ Evidence of achievement of ST1 &amp; ST2 &amp; Level 1 competences in paediatrics.</li> <li style="padding-left: 20px;"><i>Or</i></li> <li>▪ Evidence of achievement of CT1, CT2 competences in medicine &amp; ST1 competences in paediatrics</li> <li>▪ Evidence of achievement of ST3 &amp; ST4 competencies in Paediatric Cardiology by the time of interview, and ST5 competencies by the time of commencement of the ST6 training programme (as defined by the curricula relating to Cardiology training) supported by evidence from work-based assessments of clinical performance.</li> <li>▪ Ability to gain relevant experience of general adult cardiology, including participation in the acute take.</li> </ul> </li> <li>• Be eligible to work in the UK</li> <li>• Not previously relinquished, released or removed from a training programme in this specialty except under exceptional circumstances</li> </ul>	<p>Application form</p> <p>Application form</p> <p>Interview/Selection centre</p> <p>Application form</p> <p>Interview/Selection centre</p> <p>Application form</p> <p>Interview/Selection centre</p> <p>Application form</p> <p>Application form</p>

<b>Fitness to Practice</b>	
Is up to date and fit to practise safely	Application form References
<b>Language skills</b>	
Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues, as assessed by the General Medical Council.	Application form Interview/Selection centre
<b>Health</b>	
Meets professional health requirements (in line with GMC standards / Good Medical Practice)	Application form Pre-employment health screening
<b>Career Progression</b>	
<ul style="list-style-type: none"> <li>• Ability to provide complete details of employment history</li> <li>• Evidence that career progression is consistent with personal circumstances</li> <li>• Evidence that present achievement and performance is commensurate with totality of period of training</li> </ul>	Application form  Interview/Selection centre
<b>Application Competition</b>	
ALL sections of application form completed FULLY according to written guidelines	Application form

## Selection Criteria

Essential Criteria	Desirable Criteria	When evaluated
<b>Qualifications</b>		
<ul style="list-style-type: none"> <li>• MB BS or equivalent medical qualification</li> <li>• MRCP (UK) or MRCPCH</li> </ul>	<ul style="list-style-type: none"> <li>• Intercalated BSc or equivalent</li> <li>• Higher degrees including MSc, PhD or MD</li> </ul>	Application form Interview/Selection centre
<b>Career Progression</b>		
<ul style="list-style-type: none"> <li>• Evidence that present achievement and performance is commensurate with totality of period of training</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of successfully working in a multi-disciplinary team</li> <li>• Evidence of experience of managing congenital heart disease patients</li> <li>• Evidence of managing patients with chronic disease</li> </ul>	Application form Interview/Selection centre
<b>Clinical Skills</b>		
<ul style="list-style-type: none"> <li>• Appropriate knowledge base and ability to apply sound clinical judgement to problems</li> <li>• Awareness of the basics of managing patients with congenital heart disease</li> </ul>	<ul style="list-style-type: none"> <li>• Valid BSE accreditation or other equivalent echo qualification</li> <li>• Evidence of competency in diagnostic cardiac catheterisation</li> <li>• Evidence of competency in basic</li> </ul>	Application form Interview/Selection centre

<ul style="list-style-type: none"> <li>• Able to demonstrate proficiency in a range of medical procedures as an indication of manual dexterity and hand-eye coordination</li> <li>• Evidence of competence in management of medical and cardiological emergencies and in-patients through continuous work-based assessments, portfolio evidence, including log book documentation if applicable</li> <li>• Evidence of competence to work without direct supervision where appropriate</li> <li>• Demonstrate current ALS or APLS, certification or equivalent</li> <li>• Successful completion of a Child Protection course or equivalent</li> </ul>	<p>trans-oesophageal echo</p> <ul style="list-style-type: none"> <li>• Evidence of experience of managing complex physiology in an acute setting</li> </ul>	
<b>Academic Skills</b>		
<p><b>Research &amp; Audit</b></p> <ul style="list-style-type: none"> <li>• Demonstrates understanding of research, including awareness of ethical issues</li> <li>• Demonstrates an understanding of research methodology</li> <li>• Demonstrates understanding of the basic principles of audit, clinical risk management, evidence based practice, patient safety and clinical quality improvement initiatives</li> <li>• Demonstrates knowledge of evidence-informed practice</li> <li>• Demonstrates an understanding of clinical governance</li> </ul> <p><b>Teaching</b></p> <ul style="list-style-type: none"> <li>• Evidence of teaching experience</li> </ul>	<p><b>Research &amp; Audit</b></p> <ul style="list-style-type: none"> <li>• Evidence of relevant academic &amp; research achievements and involvement in a formal research project</li> <li>• Evidence of relevant academic publications</li> <li>• Evidence of involvement in an audit project, a quality improvement project, formal research project or other activity <ul style="list-style-type: none"> <li>○ Focussing on patient safety and clinical improvement</li> <li>○ That in addition to the mandatory curriculum demonstrates an interest in and commitment to the specialty</li> </ul> </li> <li>• Evidence of exceptional achievement in medicine</li> </ul> <p><b>Teaching</b></p> <ul style="list-style-type: none"> <li>• Evidence of involvement in teaching students, postgraduates and other professionals, with feedback</li> <li>• Evidence of participation in a teaching course</li> </ul>	<p>Application form Interview/Selection centre</p>
<b>Personal Skills</b>		
<p><b>Communication</b></p> <ul style="list-style-type: none"> <li>• Demonstrates clarity in written / spoken communication &amp; capacity to adapt language as appropriate to the situation</li> <li>• Able to build rapport, listen,</li> </ul>	<p><b>Management and Leadership</b></p> <ul style="list-style-type: none"> <li>• Evidence of involvement in management commensurate with experience</li> <li>• Demonstrates an understanding of NHS management and resources.</li> </ul>	<p>Application form Interview/Selection centre</p>

<p style="text-align: center;">persuade &amp; negotiate</p> <p><b>Problem Solving &amp; Decision Making</b></p> <ul style="list-style-type: none"> <li>Capacity to use logical / lateral thinking to solve problems / make decisions, indicating an analytical / scientific approach</li> </ul> <p><b>Empathy &amp; Sensitivity</b></p> <ul style="list-style-type: none"> <li>Capacity to take in others' perspectives and treat others with understanding; sees patients as people</li> <li>Demonstrates respect for all</li> </ul> <p><b>Managing Others &amp; Team Involvement</b></p> <ul style="list-style-type: none"> <li>Able to work in multi-professional teams &amp; supervise junior medical staff</li> <li>Ability to show leadership, make decisions, organise and motivate other team members for the benefit of patients through, for example, audit and quality improvement projects</li> <li>Capacity to work effectively with others</li> </ul> <p><b>Organisation &amp; Planning</b></p> <ul style="list-style-type: none"> <li>Capacity to manage / prioritise time and information effectively</li> <li>Capacity to prioritise own workload &amp; organise ward rounds</li> <li>Evidence of thoroughness (is well prepared, shows self-discipline / commitment, is punctual and meets deadlines)</li> </ul> <p><b>Vigilance &amp; Situational Awareness</b></p> <ul style="list-style-type: none"> <li>Capacity to monitor developing situations and anticipate issues</li> </ul> <p><b>Coping with Pressure and managing Uncertainty</b></p> <ul style="list-style-type: none"> <li>Capacity to operate under pressure</li> <li>Demonstrates initiative &amp; resilience to cope with changing circumstances</li> <li>Is able to deliver good clinical care in the face of uncertainty</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of effective multidisciplinary team working and leadership supported by multi-source feedback or other workplace-based assessments</li> <li>Evidence of effective leadership in and outside</li> </ul> <p><b>IT Skills:</b></p> <ul style="list-style-type: none"> <li>Demonstrates information technology skills</li> </ul> <p><b>Other:</b></p> <ul style="list-style-type: none"> <li>Evidence of achievement outside medicine</li> <li>Evidence of altruistic behaviour eg voluntary work</li> </ul>	
<p><b>Probity – Professional Integrity</b></p> <ul style="list-style-type: none"> <li>Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality)</li> <li>Capacity to take responsibility for own actions</li> </ul>		

**Commitment to Specialty – Learning & Personal Development**

- Shows initiative / drive / enthusiasm (self-starter, motivated, shows curiosity, initiative)
- Demonstrable interest in and understanding of the specialty
- Commitment to personal and professional development
- Evidence of attendance at organised teaching and training programme
- Evidence of self-reflective practice

- Extracurricular activities / achievements relevant to the specialty
- Evidence of participation at meetings and activities relevant to the specialty

Application form  
Interview/Selection  
centre  
References