

2016 Person Specification
Application to enter Sub-Specialty Fellowship in Paediatric Urology

Entry Criteria		
	Essential	When Evaluated¹
Qualifications	<ul style="list-style-type: none"> • MBBS or equivalent medical qualification • Successful completion of MRCS 	Application form
Eligibility	<ul style="list-style-type: none"> • Eligible for full registration with the GMC at the time of appointment and hold a current licence to practice.² • Evidence of achievement of Core and 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"> ○ <i>Good clinical care</i> ○ <i>Maintaining good medical practice</i> ○ <i>Good relationships and communication with patients</i> ○ <i>Good working relationships with colleagues</i> ○ <i>Good teaching and training</i> ○ <i>Professional behaviour and probity</i> ○ <i>Delivery of good acute clinical care</i> • Eligibility to work in the UK 	Application form Application form Interview / Selection centre ³ Application form, Educational supervisor's report, Interview / Selection centre
Fitness To Practise	Is up to date and fit to practise safely	Application form References
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: <ul style="list-style-type: none"> ○ <i>that applicants have undertaken undergraduate medical training in English; or</i> ○ <i>have achieved the appropriate scores in the academic International English Language Testing System (IELTS) in a single sitting as stipulated by the GMC within 24 months at time of application.</i> ○ If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting 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

¹ 'when evaluated' is indicative, but may be carried out at any time throughout the selection process

² The GMC introduced a licence to practice in the autumn of 2009. Any doctor wishing to practice in the UK after this date must be both registered and hold a licence to practice.

³ 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.

<p>Career Progression⁴</p>	<ul style="list-style-type: none"> • 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 <p>Royal College of Surgery Fellowships are open to trainees with an existing National Training Number (NTN) in Paediatric Surgery or Urology (adult), with a CCT date within 2 years of the start date.</p> <p>Applicants must have passed the Part 1 FRCS Paed Surg/Urol prior to the start date.</p> <p>Applicants should be confident in achieving the required numbers/competence in generality of paediatric surgery prior to or during the fellowship (There would be only limited exposure to paediatric general surgery during the fellowship).</p> <p>The post will be offered for one year in the first instance. Entry to year 2 requires successful completion of Part 2 FRCS Paed Surg/Urol and satisfactory progression of training in the first year.</p> <p>OR</p> <p>Candidates not on a CCT pathway may apply for a non-RCS accredited Fellowship of 1 year duration.</p> <ul style="list-style-type: none"> • Paediatric trainees must have a total of at least 6 months of Paediatric Urology training. • Urology (adult) trainees must have a total of at least 6 months accumulated paediatric practice within adult posts (with evidence). 	<p>Application form Selection centre</p>
<p>Application Completion</p>	<ul style="list-style-type: none"> • ALL sections of application form FULLY completed according to written guidelines 	<p>Application form</p>

⁴ All experience in posts at ST level count irrespective of the country the experience is gained in

Selection Criteria			
	Essential	Desirable	When evaluated
Career Progression	<p><u>For UK trainees on a CCT pathway</u></p> <ul style="list-style-type: none"> • Must have passed the Part 1 FRCS Paed Surg/Urol prior to the start date and a supporting letter from their TPD about the feasibility of acquiring the required competencies prior to or during the fellowship. • For paediatric trainees, 6 months experience in paediatric urology by start date • For urology (adult) trainees, 6 months cumulative experience in paediatric surgery by start date <p><u>For those not on a CCT pathway</u></p> <ul style="list-style-type: none"> • Appropriate career progression towards paediatric urology 	<p><u>For trainees on a CCT pathway</u></p> <ul style="list-style-type: none"> • For paediatric trainees, 6 months experience in adult urology • For urology (adult) trainees, 6 months experience in paediatric surgery <p><u>For those not on a CCT pathway</u></p> <ul style="list-style-type: none"> • 1 year experience in paediatric surgery in UK by start date • Less than 12 months independent practice • Eligibility to go on the GMC Specialist Register 	Application form Interview / Selection centre
Clinical Skills	<p>Technical Knowledge & Clinical Expertise:</p> <ul style="list-style-type: none"> • Capacity to apply sound clinical knowledge & judgement & prioritise clinical need • Demonstrates appropriate technical and clinical competence and evidence of the development of diagnostic skills and clinical judgement • Validated logbook documentation of surgical exposure to date 	<ul style="list-style-type: none"> • Shows aptitude for practical skills, e.g. hand-eye co-ordination, dexterity, visuo-spatial awareness • Successful completion of APLS, PALS or equivalent by time of application 	Application form Interview / Selection centre References Educational supervisor's report
Academic / Research Skills	<p>Research Skills:</p> <ul style="list-style-type: none"> • Demonstrates understanding of the basic principles of audit, clinical risk management & evidence-based practice • Understanding of basic research principles, methodology & ethics, with a potential to contribute to research commensurate with totality of period of training <p>Audit: Evidence of active participation in audit</p> <p>Teaching: Evidence of contributing to teaching & learning of others</p>	<ul style="list-style-type: none"> • Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements commensurate with totality of period of training • Evidence of participation in risk management and/or clinical/laboratory research commensurate with totality of period of training 	Application form Interview / Selection centre

Personal Skills	Judgement Under Pressure: <ul style="list-style-type: none"> • Capacity to operate effectively under pressure & remain objective In highly emotive/pressurised situations • Awareness of own limitations & when to ask for help Communication Skills: <ul style="list-style-type: none"> • Capacity to communicate effectively & sensitively with others • Able to discuss treatment options with patients in a way they can understand Problem Solving: <ul style="list-style-type: none"> • Capacity to think beyond the obvious, with analytical and flexible mind • Capacity to bring a range of approaches to problem solving Situation Awareness: <ul style="list-style-type: none"> • Capacity to monitor and anticipate situations that may change rapidly Decision Making: <ul style="list-style-type: none"> • Demonstrates effective judgement and decision-making skills Leadership & Team Involvement: <ul style="list-style-type: none"> • Capacity to work effectively in a Multi-Disciplinary Team • Demonstrate leadership when appropriate • Capacity to establish good working relations with others Organisation & Planning: <ul style="list-style-type: none"> • 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: <ul style="list-style-type: none"> • 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: <ul style="list-style-type: none"> • Shows realistic insight into paediatric surgery/urology and the personal demands of a commitment to paediatric surgery • Demonstrates knowledge of the paediatric surgical training programme & commitment to own development • Shows critical & enquiring approach to knowledge acquisition, commitment to self-directed learning and a reflective/analytical approach to practice 	Extracurricular activities: <ul style="list-style-type: none"> • Achievements relevant to paediatric surgery, including elective or other experience • Attendance at, or participation in, national and international meetings relevant to paediatric surgery 	Application form Interview / Selection centre References