

# PERSON SPECIFICATION 2021

## Oral Maxillofacial Pathology ST1

### ENTRY CRITERIA

ESSENTIAL CRITERIA	WHEN EVALUATED <sup>i</sup>
<p style="text-align: center;"><b>Qualifications</b></p> <p>Applicants must have:</p> <ul style="list-style-type: none"> <li>BDS or equivalent dental qualification recognised by the General Dental Council</li> </ul>	Application form
<p style="text-align: center;"><b>Eligibility</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>Be eligible for registration with the GDC by the time of appointment<sup>ii</sup></li> <li>Registered with GDC by time of post commencement<sup>iii</sup></li> <li>Be eligible to work in the UK</li> <li>Have the ability to travel to sites as required in order to fulfil the requirements of the whole training programme.</li> </ul>	Application form Interview/selection centre
<p style="text-align: center;"><b>Fitness to practise</b></p> <ul style="list-style-type: none"> <li>Is up to date and fit to practise safely.</li> <li>Satisfactory enhanced Disclosure and Barring Service (DBS) check in England a&amp; Wales / Disclosure Scotland (PVG) in Scotland / Access NI in Northern Ireland or equivalent</li> </ul>	Application form References
<p style="text-align: center;"><b>Language skills</b></p> <p>Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about dental topics with patients and colleagues; as demonstrated by one of the following:</p> <ul style="list-style-type: none"> <li><i>undergraduate dental training undertaken in English;</i></li> </ul> <p>or</p> <ul style="list-style-type: none"> <li><i>academic International English Language Testing System (IELTS) results showing a score of at least 6.5 in each domain (speaking, listening, reading, writing), with an overall score of at least 7.0, to be achieved in a single sitting and within 24 months of the time of application</i></li> </ul> <p>If applicants believe they have adequate communication skills, but do not have evidence in one of the above forms, they must provide alternative supporting evidence of language skills</p>	Application form Interview/selection centre
<p style="text-align: center;"><b>Health</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>Meet professional health requirements (in line with GDC Standards for the Dental Team).</li> <li>Be physically and mentally capable of conducting operative procedures over several hours which demand close attention.</li> </ul>	Application form Pre-employment health screening
<p style="text-align: center;"><b>Career progression</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>Be able to provide complete details of their employment history</li> <li>Have evidence that their career progression is consistent with their personal circumstances</li> <li>Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training</li> <li>Have notified the Training Programme Director of the Specialty Training Programme they are currently training in if applying to continue training in the same specialty in another region<sup>iv</sup>.</li> <li>Not have previously relinquished or been released / removed from a specialty training programme, except under exceptional circumstances<sup>v</sup>.</li> <li>Not already hold, nor be eligible to hold, a CCST in the specialty applied for and/or must not currently be eligible for the specialist register in the specialty applied for.</li> </ul>	Application form Interview/selection centre

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ESSENTIAL CRITERIA	WHEN EVALUATED <sup>i</sup>
<b>Application completion</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>As above</li> </ul>	<ul style="list-style-type: none"> <li>MFDS / MJDF or equivalent at the time of application</li> <li>Other qualifications held at time of application</li> </ul>	Application form Interview/selection centre
<b>Career progression</b>		
<ul style="list-style-type: none"> <li>As above</li> <li>Has evidence of experience in more than one dental specialty/clinical setting</li> <li>Commitment to the specialty with clear career objectives</li> <li>On a NHS primary care organisation Performance List or able to meet requirements for listing when training/post involves primary care placement that requires listing</li> </ul>	<ul style="list-style-type: none"> <li>On a NHS primary care organisation Performance List or able to meet requirements for listing</li> <li>Has evidence of undertaking appropriate courses commensurate with career progression and intentions</li> </ul>	Application form Interview/selection centre
<b>Clinical skills – clinical knowledge and expertise</b>		
<ul style="list-style-type: none"> <li>Demonstrates good patient care skills</li> <li>Capacity to apply sound clinical knowledge and judgement to problems</li> <li>Ability to prioritise clinical need</li> <li>Demonstrates appropriate technical and clinical competence and evidence of the development of diagnostic skills and clinical judgement</li> </ul>		Application form Interview/selection centre References
<b>Academic and research skills</b>		
<ul style="list-style-type: none"> <li>Understanding of the principles and relevance of research in evidence-based practice</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of relevant academic and research achievements, e.g. degrees, awards</li> <li>Publications</li> <li>Conference presentations/posters</li> </ul>	Application form Interview/selection centre
<b>Quality improvement:</b> <ul style="list-style-type: none"> <li>Demonstrates understanding of the principles of audit/clinical governance/quality improvement</li> <li>Evidence of participation in quality improvement/audit/service evaluation</li> </ul>	<b>Quality improvement:</b> <ul style="list-style-type: none"> <li>Evidence of leading at least one quality improvement project</li> </ul>	

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ESSENTIAL CRITERIA	DESIRABLE CRITERIA	WHEN EVALUATED
	<p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>Evidence of delivering undergraduate or postgraduate teaching, or teaching Dental Care Professionals</li> <li>Teaching qualification e.g. PG Certificate in Education, or other teaching training</li> </ul>	
<p style="text-align: center;"><b>Personal skills</b></p> <p><b>Communication skills:</b></p> <ul style="list-style-type: none"> <li>Capacity to communicate effectively and sensitively with others</li> <li>Able to discuss treatment options with patients in a way they can understand</li> </ul> <p><b>Problem solving and decision making:</b></p> <ul style="list-style-type: none"> <li>Capacity to think beyond the obvious, with analytical and flexible mind, bringing a range of approaches to problem solving</li> <li>Demonstrates effective judgement and decision-making skills</li> </ul> <p><b>Empathy and 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 and team involvement:</b></p> <ul style="list-style-type: none"> <li>Capacity to work effectively in a multi-disciplinary team</li> <li>Demonstrate leadership, when appropriate</li> <li>Capacity to establish good working relationships with others.</li> </ul> <p><b>Organisation and planning:</b></p> <ul style="list-style-type: none"> <li>Capacity to manage time and prioritise various tasks and commitments, balance urgent and important demands, follow instructions</li> </ul> <p><b>Vigilance and situational awareness:</b></p> <ul style="list-style-type: none"> <li>Capacity to monitor and anticipate situations that may change rapidly</li> </ul> <p><b>Coping with pressure and managing uncertainty:</b></p> <ul style="list-style-type: none"> <li>Demonstrates flexibility, decisiveness and resilience</li> <li>Capacity to operate effectively under pressure and remain objective in highly emotive/pressurised situations</li> <li>Awareness of own limitations and when to ask for help</li> </ul>		<p>Application form Interview/selection centre</p>

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ESSENTIAL CRITERIA	DESIRABLE CRITERIA	WHEN EVALUATED
<b>Probity – professional integrity</b>		
<ul style="list-style-type: none"> <li>• Takes responsibility for own actions</li> <li>• Demonstrates honesty and reliability</li> <li>• Demonstrates respect for the rights of all</li> <li>• Demonstrates awareness of ethical principles, safety, confidentiality and consent</li> <li>• Awareness of importance of being the patients' advocate, clinical governance and the responsibilities of an NHS employee</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrates altruism – evidence of the ability to attend to the needs of others with an awareness of their rights and equal opportunities</li> </ul>	Application form, Interview/selection centre

SPECIALTY SPECIFIC CRITERIA		
ESSENTIAL CRITERIA	DESIRABLE CRITERIA	WHEN EVALUATED
<b>Commitment to specialty – learning and personal development</b>		
<ul style="list-style-type: none"> <li>• Shows realistic insight into the specialty and the demands of a career in Oral and Maxillofacial Pathology</li> <li>• Experience in Oral Surgery, Oral &amp; Maxillofacial Surgery or one of the Additional Dental Specialities at DCT level or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• Diagnostic experience in an OMFP unit at DCT level or equivalent.</li> <li>• Attendance at, or participation in, national and international meetings relevant to OMFP</li> <li>• Membership of appropriate specialist society/associations</li> </ul>	Application form Interview/selection centre

i. 'When evaluated' is indicative but may be carried out at any time throughout the selection process.

ii. Time of appointment refers to the date at which the post commences.

iii. Can be used as a shortlisting criterion.

iv. i The Support for Application to another region form, signed by the Training Programme Director of their current Specialty Training Programme confirming satisfactory progress must be submitted to the recruitment office at time of application.

v. Applications will only be considered if applicants provide a Support for Reapplication to a Specialty Training Programme form, signed by both the Training Programme Director/Head of School and the Postgraduate Dean in the Local Office/Deanery that the training took place. Extraordinary circumstances may be defined as a demonstrated change in circumstances, which can be shown on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to train. Completed forms must be submitted at the time of application. No other evidence will be accepted.