

PERSON SPECIFICATION 2021

PAEDIATRIC DENTISTRY ST4

ENTRY CRITERIA

ESSENTIAL CRITERIA	WHEN EVALUATED ⁱ
<p style="text-align: center;">Qualifications</p> <p>Applicants must have:</p> <ul style="list-style-type: none"> • BDS or equivalent dental qualification recognised by the General Dental Council • On the GDC specialist list for Paediatric Dentistryⁱⁱ or recommended for the award of a CCST at time of post commencementⁱⁱⁱ 	<p>Application form</p>
<p style="text-align: center;">Eligibility</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Be registered with the GDC^{iv} by the time of post commencementⁱⁱⁱ • Be eligible to work in the UK • Have experience in primary care • Have experience in more than one specialty e.g. Orthodontics/Paediatric Dentistry/Restorative/Oral Surgery at pre-CCST level • Be able to travel to sites within the job description(s) 	<p>Application form Interview/selection centre</p>
<p style="text-align: center;">Fitness to practise</p> <ul style="list-style-type: none"> • Is up to date and fit to practise safely. • Satisfactory enhanced checks from the Disclosure and Barring Service (DBS) in England & Wales / Disclosure Scotland (PVG) in Scotland / Access NI in Northern Ireland or equivalent 	<p>Application form References</p>
<p style="text-align: center;">Language skills</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"> • <i>undergraduate dental training undertaken in English;</i> <p>or</p> <ul style="list-style-type: none"> • <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> <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>	<p>Application form Interview/selection centre</p>
<p style="text-align: center;">Health</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Meet professional health requirements (in line with GDC Standards for the Dental Team). • Be physically and mentally fit and capable of conducting procedures over several hours which demand close attention. • Satisfactory Health Check and immunisation status 	<p>Application form Pre-employment health screening</p>

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Career progression	
<p>Applicants must:</p> <ul style="list-style-type: none"> • Be able to provide complete details of their dental education and dental employment history • Have evidence that their career progression is consistent with their personal circumstances • Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training • 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.^v • Not have previously relinquished or been released / removed from a specialty training programme, except under exceptional circumstances.^{vi} 	<p>Application form Interview/selection centre</p>
Application completion	
<p>ALL sections of application form completed FULLY according to written guidelines.</p>	<p>Application form</p>

SELECTION CRITERIA

ESSENTIAL CRITERIA	DESIRABLE CRITERIA	WHEN EVALUATED
Qualifications		
<ul style="list-style-type: none"> • As above 	<ul style="list-style-type: none"> • MPAed.Dent, RCS or equivalent at time of interview • Other qualifications held at the time of application 	<p>Interview/selection centre</p>
Career progression		
<ul style="list-style-type: none"> • As above • Commitment to the specialty with clear career objectives • Experience of working as part of a multi-disciplinary team 	<ul style="list-style-type: none"> • Experience in Salaried Dental Service • Experience at specialist level in Paediatric Dentistry • Eligible for inclusion on an NHS primary care organisation Performance List or able to meet requirements for listing (NB: Essential if part or all of the post is in primary care) 	<p>Application form Interview/selection centre</p>
Clinical skills – clinical knowledge and expertise		
<ul style="list-style-type: none"> • Demonstrates good patient care skills • Capacity to apply sound clinical knowledge and judgement to problems • Ability to prioritise clinical need • Demonstrates appropriate technical and clinical competence and evidence of the development of diagnostic skills and clinical judgement 		<p>Application form Interview/selection centre References</p>
Academic and research skills		
<ul style="list-style-type: none"> • Understands the principles and relevance of research in evidence-based practice • Evidence of previous publications 	<ul style="list-style-type: none"> • Evidence of relevant academic and research achievements, e.g. undergraduate/postgraduate prizes and awards • Relevant Conference presentations and/or posters 	<p>Application form Interview/selection centre</p>

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<p>Quality Improvement & Teaching:</p> <ul style="list-style-type: none"> • Demonstrates understanding of the principles of audit/clinical governance/quality improvement • Evidence of participation in quality improvement/audit/service evaluation • Experience of delivering clinical/academic training/teaching to colleagues, DCPs, undergraduate or postgraduate students 	<p>Quality Improvement & Teaching:</p> <ul style="list-style-type: none"> • Evidence of relevant PG qualification 	<p>Application form Interview/selection centre</p>
<p>Personal skills</p>		<p>Application form Interview/selection centre</p>
<p>Communication skills:</p> <ul style="list-style-type: none"> • Capacity to communicate effectively and sensitively with others • Able to discuss treatment/oral health options with patients/stakeholders in a way they can understand <p>Problem solving and decision making:</p> <ul style="list-style-type: none"> • Capacity to think beyond the obvious, with analytical and flexible mind, bringing a range of approaches to problem solving • Demonstrates effective judgement and decision-making skills <p>Empathy and sensitivity:</p> <ul style="list-style-type: none"> • Good patient care skills • Demonstrates empathy, honesty and reliability <p>Managing others and team involvement:</p> <ul style="list-style-type: none"> • Ability to work in a team, managing people • Leadership/Management experience, impact on service improvement • Capacity to establish good working relationships with others <p>Organisation and planning:</p> <ul style="list-style-type: none"> • Ability to prioritise and organise various tasks and commitments <p>Vigilance and situational awareness:</p> <ul style="list-style-type: none"> • Ability to cope and manage challenging situations <p>Coping with pressure and managing uncertainty:</p> <ul style="list-style-type: none"> • Demonstrates flexibility, decisiveness and resilience • Capacity to operate effectively under pressure and remain objective in highly emotive/pressurised situations • Awareness of own limitations and when to ask for help 		

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

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

ⁱⁱ Equivalence to M Paed Dent will be assumed if candidate is already on the General Dental Council Paediatric Dentistry Specialist List

ⁱⁱⁱ Time of post commencement refers to the advertised start date for the post

^{iv} Can be used as shortlisting criterion

^v 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.

^{vi} 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. Exceptional 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.