

LONDON RECRUITMENT AND THE SOUTH EAST RECRUITMENT

ORAL PATHOLOGY ST1
PERSON SPECIFICATION

Domain	Essential	How assessed	Desirable	How assessed
Qualification	<ul style="list-style-type: none"> BDS / LDSRCS or equivalent by time of post commencement Full registration with the GDC by time of application 	<p>AF</p> <p>AF / IV</p>	<ul style="list-style-type: none"> MJDF, MFDS or FDS RCS BSc in relevant subject Higher degree or diploma such as MSc or PhD 	<p>AF</p> <p>AF</p> <p>AF</p>
Knowledge	<ul style="list-style-type: none"> Understand the principles of audit Understand the principles of clinical governance as applied to pathology Knowledge of regulatory framework for diagnostic histopathology, CPA, HTA, etc Understanding of the need for clinical/general management in pathology laboratories Understanding of qualities required of an excellent diagnostic histopathologist Appropriate level of clinical knowledge Aware of own limitations 	<p>AF</p> <p>IV</p> <p>IV</p> <p>IV</p> <p>IV</p> <p>Ref</p> <p>Ref</p>	<ul style="list-style-type: none"> Evidence of participation in audit Experience of and compatibility with working in a quality assured environment and/or to standard operating procedures 	<p>AF</p> <p>IV</p>

Academic	<ul style="list-style-type: none"> Evidence of sound academic record 	AF	<ul style="list-style-type: none"> Evidence of high achievement including prizes and honours 	AF
Experience	<ul style="list-style-type: none"> Experience in General Practice Active (not observer) experience in one of either Oral & Maxillofacial Surgery, Oral Medicine or Oral Surgery Experience in diagnostic pathology (practical preferred over observership) 	AF AF AF	<ul style="list-style-type: none"> Experience in Oral and MF Surgery with in patient role Experience in Oral Medicine 	AF AF
Organisation and planning	<ul style="list-style-type: none"> Ability to prioritise Ability to organise own work 	Ref / IV Ref / IV		
Teaching			<ul style="list-style-type: none"> Experience of teaching undergraduates or postgraduates 	AF
Research	<ul style="list-style-type: none"> Understand principles and relevance of research in pathology Understand the role of the pathologist in translational research 	IV IV	<ul style="list-style-type: none"> Evidence of participation in research Publications and/or grant applications 	IV AF
Career progression	<ul style="list-style-type: none"> Understand the value of a higher research degree for clinical academic positions and roles of NHS/academic consultants Clear understanding of career requirements and training pathway for Oral and Maxillofacial Pathology 	IV IV	<ul style="list-style-type: none"> Career aspirations in the UK preferred Membership of BSOMP, IAOP and/or other relevant specialist society 	IV AF
Personal skills	<ul style="list-style-type: none"> Highly motivated - Evidence of having sought out relevant experience pre- 	IV	<ul style="list-style-type: none"> Basic management course/ participation in general 	AF AF

	application <ul style="list-style-type: none"> • Excellent organisational skills • Excellent ability to communicate clearly in both written and spoken English • Ability to work as part of multi-disciplinary team • Ability to take a leadership role in teamworking • Good IT skills at level of desktop applications • Clear, logical thinking showing an analytical / scientific approach • Caring attitude • Initiative, drive, enthusiasm • Trustworthy & reliable • Awareness of own limitations • No probity issues 	IV / Ref IV / AF IV / Ref IV / Ref AF / IV IV IV / Ref IV / Ref Ref Ref Ref	management	
Health requirement	<ul style="list-style-type: none"> • Meets professional health requirement 	Occ health IV		

AF= application form, IV= interview, Ref = references
 Date of specification: Feb 2015