



## PERSON SPECIFICATION

### Specialty Doctor in Palliative Care

#### Qualifications & Training

##### Essential:

- Primary medical qualification.
- Full registration as a medical practitioner with the General Medical Council (GMC).
- Membership of a recognised medical defence organisation.
- A minimum of four years' postgraduate experience, with at least two years in a relevant specialty, for example, palliative medicine, general practice, oncology or elderly medicine.

##### Desirable:

- Membership of the Royal Colleges of Physicians or Royal College of General Practitioners, or equivalent qualification.
- Certificate, Diploma or MSc in Palliative Medicine.
- Teaching, mentorship or supervision qualification.
- Advanced communication skills training.

#### Experience

##### Essential:

- Demonstrable relevant clinical experience ideally including specific experience in palliative medicine.
- Demonstrable experience of a commitment to the clinical care of individuals at the end of their lives.
- Ability and experience of assessing patients holistically.
- Demonstrable experience of multi-disciplinary team working.



## Desirable:

- Experience of palliative care in a specialist setting, such as a hospice, community palliative care or as part of a hospital specialist palliative care team.
- Experience of teaching a range of students and healthcare professionals.
- Experience of using electronic prescribing and patient record systems.

## Knowledge

### Essential:

- Understanding of the principles of clinical governance and quality improvement and their contribution to ensure patient safety.
- Understanding of the complexities of working with individuals at times of distress and conflict.
- An understanding of communication skills needed to support important conversations in challenging circumstances.

### Desirable:

- Understanding of the key issues relating to end of life care including national strategies and policy development.

## Skills

### Essential:

- Developed communication and interpersonal skills to facilitate communication with patients, those close to them and other healthcare professionals.
- Developed ability to work effectively and collaboratively alongside other professionals, within a multidisciplinary team.
- Ability to synthesize complex information applying evidence-based principles.
- Ability to manage a complex workload.
- Developed IT skills.



## Personal Attributes

### Essential:

- A passion for hospice and palliative care.
- An engaging personal style and ability to take an interest in all kinds of people.
- Calm and approachable with a good sense of humour.
- Willingness to learn and develop new skills.
- Ability to work as part of a team, prioritise clinical workload and manage time effectively.
- Ability to work autonomously, problem solve and take responsibility, with more senior support when required.
- Positive and confident outlook, empathetic with patients, those close to them and colleagues.
- Commitment to continuing professional development (CPD), appraisal and revalidation processes, and to the requirements of clinical governance and audit.
- Awareness of equality, diversity and inclusion in all aspects of work.

### Desirable:

- Flexible and thoughtful in approach, with the ability to respond positively in a rapidly changing environment and handle contentious or challenging situations in creative, non-judgemental ways.
- Enthusiastic approach to teaching.

## Additional requirements

The role involves travel between sites and participation in a non-resident on-call rota, including occasional out of hours attendance, weekends and bank holidays. Alternative means of travel will be considered where appropriate.