

APPENDIX 3

PERSON SPECIFICATION

Post-CCST Training Programme in Paediatric Dentistry

Post: Post-CCST Training in Paediatric Dentistry					
Requirements	Essential	Desirable	Evaluation		
			AP	INT	REF
1.0 Qualifications					
1.1 BDS or equivalent qualification recognized by GDC	√*		√		
1.2 Eligible for Full Registration with the GDC	√*		√		
1.3 MPaed.Dent, RCS or equivalent at the time of interview		√	√	√	
1.4 Other postgraduate degrees e.g. BSc, MSc or PhD, FDS, MFDS, Dip/MSc in sedation		√	√		
1.5 On the GDC Specialist List for Paediatric Dentistry at the time of appointment**	√*		√		√
2.0 Other Academic Achievements					
2.1 Undergraduate/postgraduate prizes and awards		√	√	√	
2.2 Conference presentations and/or posters		√	√	√	
3.0 Previous and basic General Training / Clinical Experience					
3.1 Demonstrates competencies required at the end of a UK Foundation Training programme or equivalent	√*		√	√	
3.2 Experience in Primary Care	√*		√	√	
3.3 Experience in more than one specialty e.g. Orthodontics / Paediatric Dentistry / Restorative / Oral Surgery at pre-CCST level	√*		√	√	
3.4 Experience in Salaried Dental Service		√	√	√	
4.0 Specialty – Paediatric Dentistry Experience					
4.1 Commitment to the specialty with clear career objectives	√		√	√	
4.2 Experience at specialty level in Paediatric Dentistry	√*		√	√	
4.3 Experience at specialist level in Paediatric Dentistry		√	√	√	
4.4 Experience of working as part of a multi-disciplinary team	√		√	√	
5.0 Skills and Abilities					
5.1 Good communication/interpersonal skills/initiative	√		√	√	
5.2 Good patient care skills	√			√	
5.3 Ability to work in a team, managing people	√		√	√	
5.4 Good IT Skills	√		√	√	
5.5 Leadership/Management experience, impact on service improvement	√		√	√	
6.0 Audit, Teaching and Research					
6.1 Understands the principles of audit and clinical governance, with evidence of previous lead in audit/service evaluation	√		√	√	
6.2 Experience of delivering clinical/academic training/teaching to colleagues, DCPs, undergraduate or postgraduate students	√		√	√	
6.3 Understands the principles and relevance of research in evidence-based practice	√		√	√	
6.4 Previous publications	√		√	√	
6.5 Evidence of teaching qualification		√	√	√	

7.0 Attributes and Attitudes					
7.1 Demonstrates flexibility, decisiveness and resilience	√			√	
7.2 Ability to cope and manage challenging situations	√			√	
7.3 Demonstrates empathy, honesty and reliability	√			√	
7.4 Ability to prioritise and organise various tasks and commitments	√			√	
7.5 Demonstrates probity	√*		√	√	
7.6 Satisfactory attendance and reliability record	√				√
8.0 Practical Requirements					
8.1 Satisfactory Enhanced checks from the Disclosure & Barring Service (DBS) in England & Wales / Disclosure Scotland (PVG) in Scotland / Access NI in Northern Ireland	√				√
8.2 Satisfactory Health Check and immunisation status	√				√
8.3 Physically and mentally fit and capable of conducting operative procedures over several hours which demand close attention	√				√
8.4 Form completed satisfactorily and all paperwork returns required present at application closing date	√*		√		
8.5 Three satisfactory and valid references that comment on clinical ability and include minimum of one from present employment	√		√		√
8.6 Listed on a primary care organisation NHS Performance list or able to meet requirements for listing	√*		√		√
8.7 Ability to travel to sites within the job description	√		√		

Key

AP = from application form

INT = at interview

Ref = from references and/or completed by employing Trust following acceptance of post offer

√* - Application will not proceed to interview unless all these categories are met

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