

**2008 PERSON SPECIFICATION**  
**APPLICATION TO ENTER SPECIALTY TRAINING at ST1: PUBLIC HEALTH**

<b>ENTRY CRITERIA</b>			
	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>WHEN EVALUATED<sup>1</sup></b>
<b>QUALIFICATIONS</b>	<p><i>For medical graduates</i></p> <ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> </ul> <p><i>For non-medical graduates</i></p> <ul style="list-style-type: none"> <li>• Good first degree in a subject relevant to public health (2:1 or above) or higher degree or registerable qualification in nursing or other profession allied to medicine</li> </ul>	<p><i>For other graduates only</i></p> <ul style="list-style-type: none"> <li>• Demonstrably relevant postgraduate qualification or higher degree</li> </ul>	Application form
<b>ELIGIBILITY</b>	<ul style="list-style-type: none"> <li>• Eligibility to work in the UK</li> </ul> <p><i>For medical practitioners</i></p> <ul style="list-style-type: none"> <li>• Eligible for full registration with the GMC at time of appointment</li> <li>• Evidence of achievement of Foundation competencies by August 2008 in line with GMC standards/Good Medical Practice including: <ul style="list-style-type: none"> <li>• Good clinical care</li> <li>• Maintaining good medical practice</li> <li>• Good relationships and communication with patients</li> <li>• Good working relationships with colleagues</li> <li>• Good teaching and training</li> <li>• Professional behaviour and probity</li> <li>• Delivery of good acute clinical care</li> </ul> </li> </ul> <p><i>For other graduates</i></p> <ul style="list-style-type: none"> <li>• At least 36 months post graduate/certification service experience in an area relevant to public health practise.</li> </ul>		<p>Application form</p> <p>Application form</p> <p>Application form Interview / Selection centre<sup>2</sup></p> <p>Application form</p>
<b>FITNESS TO PRACTISE</b>	<ul style="list-style-type: none"> <li>• Is up to date and fit to practise safely</li> </ul>		<p>Application form</p> <p>References</p>

<sup>1</sup> 'when evaluated' is indicative, but may be carried out at any time throughout the selection process

<sup>2</sup> A selection centre is a process not a place. It involves a number of selection activities that may be delivered within the Unit of Application.

<b>LANGUAGE SKILLS</b>	<ul style="list-style-type: none"> <li>All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues which could be demonstrated by one of the following: <ul style="list-style-type: none"> <li>a) that applicants have undertaken undergraduate medical training in English; or</li> <li>b) have the following scores in the academic International English Language Testing System (IELTS) – Overall 7, Speaking 7, Listening 6, Reading 6, Writing 6.</li> </ul> </li> <li>However, if applicants believe that they have adequate communication skills but do not fit into one of the examples they need to provide evidence</li> </ul>		Application form Interview / Selection centre
<b>HEALTH</b>	<ul style="list-style-type: none"> <li>Meets professional health requirements (in line with GMC standards/Good Medical Practice)</li> </ul>		Application form Pre-employment health screening
<b>CAREER PROGRESSION</b>	<ul style="list-style-type: none"> <li>Ability to provide complete details of employment history</li> </ul>	<ul style="list-style-type: none"> <li>Potential to benefit from training at ST1 level, as evidenced by less than 60 months experience<sup>3</sup> in public health departments by August 2008</li> </ul>	Application form
<b>APPLICATION COMPLETION</b>	<ul style="list-style-type: none"> <li><b>ALL</b> sections of application form <b>FULLY</b> completed according to written guidelines</li> </ul>		Application form

<b>SELECTION CRITERIA</b>			
<b>TECHNICAL SKILLS</b>	<ul style="list-style-type: none"> <li><b>Technical Knowledge &amp; Expertise:</b> Demonstrates an understanding of the concepts of health, disease &amp; illness and of structural, environmental &amp; behavioural determinants of health at a population level. Demonstrates understanding of public health concepts &amp; inequalities and appreciation of the importance of health protection. Demonstrates political awareness, understanding of the impact of national policy on health &amp; awareness of the importance of clinical &amp; corporate governance</li> </ul>		Application form Interview / Selection centre References

<p><b>ACADEMIC / RESEARCH SKILLS</b></p>	<ul style="list-style-type: none"> <li>• <b>Research Skills:</b> Demonstrates understanding of the importance and basic principles of scientific research &amp; evidence-based practice in public health. Demonstrates understanding of basic research methodology, statistics &amp; epidemiology, and ability to appraise critically a scientific research paper</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of relevant academic &amp; research achievements , e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements</li> <li>• Evidence of active participation in audit and/or research</li> <li>• <b>Teaching:</b> Evidence of interest &amp; experience in teaching</li> </ul>	<p>Application form Interview / Selection centre</p>
<p><b>PERSONAL SKILLS</b></p>	<ul style="list-style-type: none"> <li>• <b>Managing Others &amp; Team Involvement:</b> Capacity to work effectively in partnership with others &amp; demonstrate leadership where appropriate. Demonstrates a facilitative, collaborative approach &amp; respects others' views. Demonstrates capacity &amp; willingness to work in multi-disciplinary teams and respect multi-agency contribution to health</li> <li>• <b>Conceptual Thinking &amp; Problem Solving:</b> Capacity to use critical &amp; strategic thinking to understand &amp; solve complex problems. Capacity for numeric and verbal reasoning. Capacity to handle uncertainty</li> <li>• <b>Communication Skills:</b> Capacity to communicate effectively in written and spoken English to a wide variety of audiences, adapting language as appropriate to the situation. Capacity to listen, build rapport, persuade &amp; negotiate with individuals and groups</li> <li>• <b>Organisation &amp; Planning:</b> Capacity to manage &amp; prioritise time, information &amp; resources in an organised &amp; systematic way. Demonstrates preparation &amp; self-discipline. Capacity to work with long time scales for delivery within agencies with differing priorities. Demonstrates basic computer literacy, including electronic communication</li> <li>• <b>Coping with Pressure:</b> Capacity to operate under pressure and awareness of own limitations. Demonstrates initiative &amp; resilience to adapt &amp; respond to changing circumstances, timescales, organisational structures &amp; systems</li> </ul>		<p>Application form Interview / Selection centre References</p>

<p><b>PROBITY</b></p>	<ul style="list-style-type: none"> <li>• <b>Professional Integrity:</b> Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others. Displays honesty, integrity, awareness of confidentiality &amp; ethical issues</li> </ul>		<p>Application form Interview / Selection centre References</p>
<p><b>COMMITMENT TO SPECIALTY</b></p>	<ul style="list-style-type: none"> <li>• <b>Learning &amp; Personal Development:</b> Demonstrates evidence of interest &amp; realistic insight into public health, with an understanding of, and commitment to, public health principles in relation to interventions around the needs of an individual &amp; the population in general. Is self-aware, self-motivated and committed to personal and professional development. Capacity for reflective &amp; high quality practice</li> </ul>	<ul style="list-style-type: none"> <li>• Achievements / extracurricular activities relevant to public health, e.g. relevant experience in clinical/community settings, demonstration of commitment to public health principles in previous service work, courses or training</li> </ul>	<p>Application form Interview / Selection centre References</p>