

Spine TIG

Person Specification

Criteria	Essential	Desirable
Status	<ul style="list-style-type: none"> • Currently holding a National Training Number (or equivalent) within neurosurgery or orthopaedics. • Pre certification at the start of the fellowship • Pre certification (or equivalent) for the whole of the Fellowship or permission from Training Programme Director to extend training to complete the fellowship. • RITA C / ARCP Outcome 1 awarded at most recent annual assessment • Eligible for registration with the GMC 	
Qualifications	<ul style="list-style-type: none"> • MB BS / MB Bch or equivalent • FRCS • Intercollegiate Specialty Examination acquired at time of appointment ** 	
Clinical Experience	<ul style="list-style-type: none"> • Previous spinal surgical training experience, with previous operative spinal experience 	<ul style="list-style-type: none"> • Log book evidence of STS, STU and P, in a breadth of spinal operations
Clinical Skills	<ul style="list-style-type: none"> • Experience of clinical risk management • Competent to work without direct supervision where appropriate • Clear, logical thinking showing an analytical/scientific approach • Experience and ability to work in multi professional teams • Evidence for surgical logbook or exposure to operative surgery relevant to the speciality. 	
Knowledge	<ul style="list-style-type: none"> • Appropriate level of clinical knowledge • Shows knowledge of evidence-informed practice • Shows awareness of own limitations 	<ul style="list-style-type: none"> • Demonstrates breadth of experience and awareness in and outside specialty
Organisation & Planning	<ul style="list-style-type: none"> • Ability to prioritise clinical need • Ability to organise oneself & own work • Active personal involvement in related audit involving closing the loop 	<ul style="list-style-type: none"> • Understanding of British Spine Registry, spinal quality indicators. • Experience of leadership or attended a leadership programme
Teaching Skills	<ul style="list-style-type: none"> • Evidence of teaching experience • Enthusiasm for teaching; exposure to different groups / teaching methods 	<ul style="list-style-type: none"> • Education qualification
Academic / Research	<ul style="list-style-type: none"> • Evidence of research experience and data interpretation • Attendance at national spine conference within 2 years of application (BASS, BritSpine, BSS, SBNS, BOA) 	<ul style="list-style-type: none"> • MSc • MD / MPhil • PhD • Research experience, presentations, publications, prizes and awards in spinal surgery • Paper(s) / presentation(s) at a national or international meeting

Criteria	Essential	Desirable
		or published in a peer review journal relating to spinal surgery
Career Progression	<ul style="list-style-type: none"> Application supported by training programme director 	
Personal Skills	<ul style="list-style-type: none"> Communication and language skills (the ability to communicate with clarity and intelligibility in written and spoken English; ability to build rapport, listen, persuade, negotiate) Decisiveness/ Accountability (ability to take responsibility, show leadership, make decisions, exert appropriate authority) Interpersonal Skills (see patients as people, empathise, work co-operatively with others, open and non-defensive, sense of humor) Uses a non-judgmental approach to patients and colleagues Flexibility (able to change and adapt, respond to rapidly changing circumstances) Resilience (able to operate under pressure, cope with setbacks, self-aware) Thoroughness (is well prepared, shows self-discipline / commitment, is punctual and meets deadlines) Shows initiative / drive / enthusiasm (self-starter, motivated, shows curiosity, initiative) Probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality) 	<ul style="list-style-type: none"> Evidence of successful team working
Physical Requirements	<ul style="list-style-type: none"> Meets professional health requirements 	

** Time of appointment is the start date of the fellowship – 22 July 2019

Last updated May 2018