

## Core Person Specification for STP 2019

|  | Core person specification for STP   | Assess by |
|--|---|-----------|
| <b>QUALIFICATIONS</b>  | <p>Applicants must have a 1st or 2.1 either in an undergraduate honours degree or an integrated master's degree, in a pure or applied science subject <b>relevant to the specialism</b> for which they are applying.</p> <p><i>Applicants with a 2.2 honours degree or better in any subject will also be considered if they have a higher degree that is relevant to the specialism for which they are applying.</i></p> <p>For all candidates evidence of research experience, e.g. in the form of a higher degree or equivalent evidence of scientific and academic capability, is considered desirable.</p> | A         |
| <b>SCIENTIFIC SKILLS</b><br>Demonstrated in a work or study context            | A committed, in depth interest in scientific practice and its application to direct clinical care of patients in a clinical environment.  | A & I     |
|  | Ability to design research investigations and experiments.<br>Ability to analyse and assess scientific, technical and medical literature.<br>Ability to make judgements, including clinical judgements involving facts or situations that impact on patients.   | A & I     |
|  | Understanding of quality control and management assurance in a science or work based context.   | A & I     |
|  | Ability to develop proficiency in the performance of routine and complex techniques currently in use where they are training (ability to follow Standard Operating Procedures accurately) and the ability to develop and validate new techniques.   | A & I     |
|  | Ability to identify problems associated with scientific equipment, inappropriate testing, incompatible results and to investigate these, plan corrective action confirming appropriateness with senior colleagues and follow up.<br>(Ability to use, maintain and troubleshoot scientific equipment.)   | I         |
|  | Understanding of the role of their chosen specialism in healthcare and disease and its application in a healthcare setting.   | A & I     |
|  | Good IT skills and knowledge of common computing packages for word processing, spreadsheets, presentation packages and databases.   | A & I     |
| <b>TRANSFERABLE SKILLS</b><br>Demonstrated in study, work or non-work contexts | <p>Excellent interpersonal and communication skills, both writing and speaking in English language in order to:</p> <ul style="list-style-type: none"> <li>Explain analytical, scientific and clinical aspects of the work to a variety of people including scientific colleagues, clinical professionals, service managers and patients and to listen to their needs.</li> <li>Make formal presentations to groups of colleagues.</li> </ul>   | A & I     |
|  | Good active listening skills to build rapport with the listener to encourage an open discussion.  | A & I     |

Higher degree as defined by The Framework for Higher Education Qualifications of UK Degree Awarding Bodies link as follows <http://www.qaa.ac.uk/docs/qaa/quality-code/qualifications-frameworks.pdf> (p 17). Please note that this does not include Postgraduate Diplomas or Postgraduate Certificates.

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| <b>TRANSFERABLE SKILLS</b><br>Demonstrated in study, work or non-work contexts                                 | Self aware and flexible enough to adopt a range of evaluative or empathising listening styles according to the needs of the listener and the situation.  | A, I & R  |
|  | Ability to work autonomously in the planning and execution of their own work and under the guidance of their Departmental Supervisors. Flexibility to acquire the skills to organise, plan and monitor the workload of others. | A & I     |
|  | Demonstrable ability to lead others.   | A & I     |
|  | Under guidance develops good interpretative skills in the formulation of advice to multi-disciplinary team members on diagnosis and appropriate treatment of patients.   | A & I     |
|  | Good personal organisational skills.   | R         |
|  | Effective team worker, willing to adopt a role working in collaboration with others.   | R         |
|  | Ability to handle patient samples, hazardous reagents and chemicals in a safe manner in accordance with Health and Safety regulations.   | A & I     |
|  | Ability to support patients (or their carers) including those with a range of acute or chronic clinical conditions and disabilities in a variety of healthcare settings.   | I         |
|  | Ability to work under pressure (emotional resilience and ability to prioritise and plan work).   | R         |
| <b>PHYSICAL REQUIREMENTS</b><br>(Reasonable adjustments will be made in accordance with the Equality Act 2010) | Good attendance record.  | R         |
|  | Ability to perform a wide range of duties according to the Job Description.  | R         |
|  | Highly developed co-ordination skills with good dexterity and hand-eye co-ordination and those skills required for the performance of fine analytical techniques.  | R         |
|  | Ability to meet the travel requirements of the training role and the clinical rotations.   | A         |