

“A great place to be cared for, a great place to work.”



**University Hospitals of  
Morecambe Bay**  
NHS Foundation Trust

<b>PERSON SPECIFICATION</b>		
<b>Requirements</b>	<b>Essential</b>	<b>Desirable</b>
<b>Education and qualifications</b>	<p>MBBS / MBChB or similar medical degree.</p> <p>MRCP (UK) / MRCGP or equivalent.</p> <p>Full GMC Registration and Licence to Practice.</p> <p>Entry on the General Medical Council (GMC) Specialist Register via one of the following:</p> <ul style="list-style-type: none"> <li>• Certificate of Completion of Training (CCT) (the proposed CCT date must be within 6 months of the interview)</li> <li>• Certificate of Eligibility for Specialist Registration (CESR)</li> </ul>	<p>Relevant Higher Degree (e.g. PgCert, Diploma, MSc, ClinMedEd, PhD).</p> <p>Teaching qualification or relevant training (e.g. Teaching the Teachers or Cert Med Ed)</p>
<b>Experience</b>	<p>Current and broad range of palliative care experience, and ability to independently manage patients with complex physical, psychological and social and spiritual needs.</p> <p>Experience of specialist palliative care in multiple care settings for a broad spectrum of life-limiting conditions.</p> <p>Ability to offer expert clinical opinion to colleagues in a variety of settings and clinical situations, including remotely as telephone advice.</p> <p>Experience of and involvement in quality improvement initiatives and of implementing and managing change in a healthcare setting.</p> <p>Experience in the planning and delivery of teaching to a wide range of</p>	<p>Experience of working in, and relating to, the complex and political external environment of health and social care.</p> <p>Experience of developing, implementing and evaluating undergraduate or postgraduate training.</p>

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	<p>healthcare professionals using a variety of teaching methods and formats.</p> <p>Experience of teaching and supervising undergraduate and postgraduate medical staff.</p>	
<p><b>Skills, ability and knowledge</b></p>	<p>Highly developed interpersonal skills with the ability to gain trust and confidence of patients, carers and colleagues.</p> <p>Highly developed communication skills both oral and written, and an ability to communicate with clarity in written and spoken English.</p> <p>Ability to organise and prioritise own workload.</p> <p>Ability to delegate responsibly and appropriately.</p> <p>Ability to reflect on own performance, demonstrate insight and act on feedback.</p> <p>Knowledge and understanding of national priorities in the fields of palliative and end of life care.</p>	<p>Experience of and interest in digital aspects of healthcare provision.</p> <p>Knowledge of and experience in implementing patient outcome measurement tools.</p>
<p><b>Personal Qualities</b></p> <p><b>Research audit and Evidenced – based Practice</b></p>	<p>Enthusiastic.</p> <p>Approachable.</p> <p>Flexible and adaptable, and an able to contribute to successful team working.</p> <p>Organised and able to manage own time effectively.</p> <p>Conscientious and reliable.</p> <p>Commitment to the Morecambe Bay Behavioural Standards framework</p> <p>Commitment to Continuing Professional Development, and to the appraisal and revalidation process.</p> <p>Commitment to evidence-based</p>	<p>Training in critical appraisal.</p> <p>Participation in clinical research.</p>

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	<p>practice, an ability to critically appraise literature and to apply research outcomes to clinical problems.</p> <p>Evidence of active involvement in clinical governance practices including audit.</p> <p>Able to provide appropriate 2<sup>nd</sup> on-call support, including on site at times.</p> <p>Ability to travel and work within the area of Morecambe Bay.</p>	
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