

Scientist Training Programme – core person specification

Qualifications

Details	Assessed by
<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 relevant to the specialty for which they are applying.</p> <p>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 specialty for which they are applying.</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> <p>Applicants for reconstructive science posts (maxillofacial prosthetics) must hold current registration as a dental technician with the General Dental Council.</p> <p>In-service applicants may submit an application where they do not hold the above degree requirements but are able to fulfil further requirements outlined on the NSHCS website.</p>	<p>Application</p>

Scientific skills

Details	Assessed by
A committed, in-depth interest in scientific practice and its application to direct clinical care of patients in a clinical environment.	Application and interview
Ability to design research investigations and experiments. Ability to analyse and assess scientific, technical and medical literature. Ability to make judgements, including clinical judgements involving facts or situations that impact on patients.	Application and interview
Understanding of quality control and management assurance in a science or work based context.	Application and interview
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.	Application and interview
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. (Ability to use, maintain and troubleshoot scientific equipment.)	Interview
Understanding of the role of their chosen specialty in healthcare and disease and its application in a healthcare setting.	Application and interview
Good IT skills and knowledge of common computing packages for word processing, spreadsheets, presentation packages and databases.	Application and interview
Ability to analyse complex information comprising laboratory or workshop data, images and clinical details.	Application and interview

Knowledge acquired through study and experience to formulate appropriate advice and judgements.	
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Transferable skills

Details	Assessed by
<p>Excellent interpersonal and communication skills, both writing and speaking in English language in order to:</p> <ul style="list-style-type: none"> • 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. • Make formal presentations to groups of colleagues. 	Application and interview
Good active listening skills to build rapport with the listener to encourage an open discussion.	Application and interview
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.	Application and interview and references
<p>Ability to work autonomously in the planning and execution of their own work and under the guidance of their Departmental Supervisors.</p> <p>Flexibility to acquire the skills to organise, plan and monitor the workload of others.</p>	Application and interview
Demonstrable ability to lead others.	Application and interview
Under guidance develops good interpretative skills in the formulation of advice to multi-disciplinary team members on diagnosis and appropriate treatment of patients.	Application and interview
Good personal organisational skills.	References

Effective team worker, willing to adopt a role working in collaboration with others.	References
Ability to handle patient samples, hazardous reagents and chemicals in a safe manner in accordance with Health and Safety regulations.	Application and interview
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.	Interview
Ability to work under pressure (emotional resilience and ability to prioritise and plan work).	Application
Demonstrates values and principles of the NHS Constitution as a whole with a focus on patient centred care.	Application

Personal requirements

Reasonable adjustments will be made in accordance with the Equality Act 2010.

Details	Assessed by
Good attendance record.	References
Ability to perform a wide range of duties according to the Job Description.	Application
Highly developed co-ordination skills with good dexterity and hand-eye co-ordination and those skills required for the performance of fine analytical techniques.	Application
Ability to meet the travel requirements of the training role and the clinical rotations.	Application