

PERSON SPECIFICATION

Post Title: Primary Care Specialist GP – Substance Misuse Services **Ref:**

PCT: Telford & Wrekin PCT **Date: September 2006**

The Primary Care Trust values the strength a diverse workforce brings and actively promotes flexible working practises, such as job share and term time working.

We are committed to persons whose experience, knowledge, qualifications and skills are most appropriate for the job.

Disability Discrimination: We have tried to remove any barriers in our recruitment and selection process for disabled people. However, if you have any disability and identify any barriers in the job description or person specification, please tell us in your application. We are committed to making reasonable adjustments to the job wherever possible.

'Two Tick': The PCT meets the 'Two Tick' symbol standard and undertakes to shortlist for interview any person with a disability who meets the minimum criteria set out in the person specification.

ATTRIBUTES	CRITERIA	HOW IDENTIFIED	RANK
Relevant Experience	1. At least two years experience in the clinical management of problematic substance use	Application Form	A
	2. Experience of providing treatments to substance misusers as a specialist on behalf of GPs	Application Form	A
	3. Experience of providing treatments using a range of prescribing interventions	Application Form/Interview	A
	4. Experience or demonstrable ability of providing clinical leadership within the substance misuse field	Application Form/Interview	A
	5. Experience of working as part of a multi disciplinary team	Application Form	A
	6. Experience in clinical audit and outcome monitoring	Application Form	A
Education & Training Attainments	1. Currently registered with General Medical Council with no restrictions on practice	Application Form	A
	2. Maintaining Continuing Medical Education requirements of the relevant professional college	Application Form	A
	3. The postholder has or will agree to undertake a post graduate qualification in the relevant RCGP course in substance misuse studies	Application Form	A
General & Special Knowledge	1. Has broad and detailed knowledge of the full range of treatment modalities relevant to substance misuse	Interview	A
	2. Has a knowledge of relevant research in the relation to substance use	Interview	A
	3. Has an understanding of the health, social and criminal justice issues that impact of substance misusers and their treatments	Interview	A
	4. This post requires that the postholder is fully conversant with the Governments drug strategy, NTA/DH Models of Care, DH Clinical Guidelines and other national policy initiatives	Interview	A

	5. Commitment to diversity and sound awareness of equal opportunity issues	Application Form	A
Skills & Abilities	1. The postholder will have a range of generic skills including communication skills, multi disciplinary team working, leadership and critical appraisal	Interview	A
	2. Must have an ability to communicate verbally and in writing to the range of relevant audiences, including fellow practitioners, service users, carers and commissioners	Interview	A
	3. Should have an ability to lead by example and to motivate other clinicians both at specialist level and within primary care	Interview	A
	4. Should be able to present information in a manner that it is understood by different audiences (service users, commissioners, other practitioners etc	Interview	A
Any additional factors	1. Must be willing to deliver sessions throughout the Borough of Telford & Wrekin travelling as necessary.	Application Form	A
<p>Note to applicants: You will only be short-listed from the details on the application form if you meet all the criteria ranked as A. If a large number of applications are received only those who meet the criteria ranked B will be shortlisted and, if that still results in too many applicants to interview, the short-list will be made from those who possess the majority or all of the C ranked criteria. Please ensure, therefore, that the information you include on your application form demonstrates how you meet these criteria.</p>			