

EMPLOYMENT CRITERIA / PERSON SPECIFICATION

The purpose of this specification is to identify the attributes required by applicants to perform the duties in the job description. The specification will be used to shortlist applicants and to compare how well candidates match the agreed specification. It will also be used by potential candidates to understand expectations and identify how their skills, behaviours and experience will be assessed.

Post Title	HEMS Clinical Lead in Pre Hospital Emergency Medicine	Directorate/Department	B/HEMS
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People with disabilities may apply for this post. Please specify in the box below if there are any physical or mental impairments/disabilities which may prevent performance of this post to an acceptable level. (Hiring managers may be asked what arrangements – if any, can be made to overcome disability i.e. provision of equipment or changes to the physical working environment / job tasks.)

Assessment Method Key

(Note for candidates: This is not an exhaustive list and if you have any questions about the assessment methods listed, please contact the team member named on the job advert.)

Interview	These criteria will be assessed during an interview, should you be shortlisted.
Application	These criteria will be assessed at shortlisting; therefore anything not advised in your application can not be scored.
Presentation	During an interview you may be asked to produce a presentation, this is when these criteria will be assessed.

Physical requirements of the post

Requirements	Assessment Method	Essential	Desirable
Health and physical abilities sufficient for the post (if necessary with reasonable adjustments with respect to the Equality Act/Disability Discrimination Act).		X	

Qualifications / training required

Requirements	Assessment Method	Essential	Desirable
Registered with the GMC as a specialist - with no restrictions to practice (emergency medicine/ anaesthesia/intensive care)	Application	X	

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Completed registrar training programme in Emergency Medicine, anaesthetics or intensive care.	Application	X	
CCT awarded	Application	X	
Completion of exit examination	Application	X	
Previous or relevant experience necessary			
Requirements	Assessment Method	Essential	Desirable
Wide range of experience in Helicopter Emergency Medicine along with a specialist experience in Emergency Medicine, Anaesthetics or Intensive Care at Consultant level.	Application and Interview	X	
Evidence of continued professional development Evidence of significant autonomous pre-hospital practice Established RSI ability within normal practice with supporting evidence Minimum six months experience in emergency medicine Currently employed as a Consultant in an acute NHS Hospital	Application and Interview	X X X X X	
Aptitudes and skills required			
Requirements	Assessment Method	Essential	Desirable
Ability to work within a multi-disciplinary Pre Hospital Emergency Medical Service.	Application and Interview	X	
Special requirements of the post			
Requirements	Assessment Method	Essential	Desirable
DIMC/DRTM FIMC GCP training HEMS Clinical Crew Course GMC registered Educational supervisor APLS/ATLS/ALS or equivalent	Application and Interview	 X X	X X X X X

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Experience in major incident management		X	
Experience in transfer medicine		X	
Values and behaviours			
Requirements	Assessment Method	Essential	Desirable
Able to demonstrate behaviours that meet the Trust Values <ul style="list-style-type: none"> • Patients First • Always Improving • Working Together 	Application and Interview	X	