

Core Person Specification for entry to Higher Specialist Scientific Training

	Core Person Specification for HSST Trainee	ASSESS BY
QUALIFICATIONS	Registration (or eligibility to and application under way) with the HCPC as a Clinical Scientist	A
SCIENTIFIC SKILLS demonstrated in a work (or study context)	A passion for (committed, in-depth interest in and enjoyment of) clinical scientific practice and its application to patients and healthcare in a clinical environment.	A&I
	Ability to analyse and critically evaluate scientific, technical, educational and medical literature. Ability to identify opportunities for research and innovation and successfully complete and disseminate findings. Ability to make judgements, including clinical judgements involving facts or situations that impact on patients.	A&I
	Have an detailed understanding and experience of quality assurance in a science or laboratory context	A & I
	Proficiency in the performance of routine and complex techniques currently in use within the specialism (including following Standard Operating Procedures accurately) and the ability to develop, validate and implement new techniques	A&I &R
	Able to identify problems associated with scientific equipment, inappropriate testing and 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.)	A&I
	Evaluates the current and future role of their chosen specialism in providing patient centred healthcare and can debate current issues and future challenges and the strategic direction of the specialism.	A&I
	Excellent IT skills and knowledge of common computing packages for word processing, spreadsheets, presentation packages, databases, reference management and handling of clinical data sets.	A&I
	Ability to analyse complex information comprising laboratory or workshop data, images and clinical information. Knowledge acquired through study and experience to formulate appropriate advice and make appropriate judgements	A&I
TRANSFERABLE SKILLS demonstrated in study, work or non-work contexts	Excellent interpersonal and communication skills, both written and verbal, in order to: <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, patients and the public , listen and respond to their concerns, questions and needs. Present scientific research, innovation and new developments to groups of colleagues. 	A&I

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TRANSFERABLE SKILLS	<ul style="list-style-type: none"> be involved in curriculum review and further development, teaching and assessment using a range of a methods. 	
	Good active listening skills to build rapport in order to encourage an open discussion and ability to use questioning to maximise exchange of information.	A&I
	Self aware and flexible enough to adopt a range of evaluative and empathising communication styles reflecting a wide range of needs	A&I
	Ability to work autonomously in the planning and execution of their own work and training and development .	A&I
	Evidence of the ability to lead others and contribute to the leadership and strategic direction of the service in which they work	A&I
	Demonstrably excellent interpretative skills in the formulation of advice to multi-disciplinary team members on diagnosis and appropriate treatment of patients and where appropriate the ability to explain findings to patients	A&I
	Good personal organisational and project management skills, knowledge of finance, budgets, business case and service development, change management ,managing and appraising staff	A&I
	Effective team worker, willing to adopt a role working in collaboration with others or as team leader. Provide training for internal/external individuals or groups.	A&I
	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 distressed patients (or their carers) including those with a range of acute or chronic clinical conditions, perhaps terminal, and disabilities in a variety of healthcare settings	A&I
PERSONAL QUALITIES	Ability to be non-judgmental and work within an ethical framework respecting the views of colleagues and patients	A&I
	Must be able to demonstrate and practice the values, behaviors and attitudes which support those set out in the NHS Constitution	A&I, R
PHYSICAL REQUIREMENTS <i>(Reasonable adjustments will be made in accordance with the Equality Act 2010)</i>		
	Ability to work under pressure (emotional resilience and ability to prioritise and plan work) and tenacity	I & R
	Highly developed physical skills where accuracy is important for manipulation of fine tools, materials/high degree of precision, coordination	R
	Ability to meet the travel requirements of the training role and any clinical rotations	I & R