University of Glasgow

**Person Specification**

**Post Title: Senior Clinical Scholar (Resident)**

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| **FACTORS** |  |  | **CRITERIA** | **MEANS OF ASSESSMENT** | | |
|  |  |  |  | **Application** | **Reference** | **Interview** |
| **Education**  **and**  **Professional** | **Essential** | **A1**  **A2** | A degree that is registerable with the Royal College of Veterinary Surgeons  A formal qualification in spoken and written English, where applicants use English as a foreign language (IELTS Academic 6.5 with no sub- test less than 6.0). Tests must have been taken within 2 years 5 months of start date. Applicants must meet the overall and subtest requirements using a single test | ✓  ✓ |  |  |
| **Qualifications** | **Desirable** | **B1** | Academic achievement relative to peer group (this includes relevant RCVS post graduate certificate where appropriate) | ✓ |  |  |
| **Experience/Training**  **(including research experience** | **Essential** | **C1**  **C2**  **C3**  **C4** | At least one year of practical post graduate clinical experience and training with horses as part of a formal internship programme and a year in general practice, or at least two years of an equivalent programme on an informal basis (e.g. assistant in a suitable practice)  Practical clinical skills such as horse handling, transrectal papation of the female reproductive tract and ultrasonography, endoscopy, anaesthesia, radiography, basic surgery, placement of intravenous catheters etc.  Experience of clinical decision making with horses in first opinion or referral practice  Experience of practical responsibility for clinical case management | ✓  ✓  ✓  ✓ | ✓  ✓  ✓  ✓ | ✓  ✓ |
| **if appropriate)** | **Desirable** | **D1**  **D2** | Experience of coping with a substantial clinical case load  Mixed general practice experience including farm animals | ✓  ✓ | ✓  ✓ | ✓  ✓ |
| **Specific aptitude**  **and abilities** | **Essential** | **E1**  **E2**  **E3** | Motivation to undertake scholarship  Ability to deliver the highest standards of clinical care under the direction of others  Ability to communicate effectively using written and spoken English with clients, nurses, students, other scholars and staff | ✓  ✓  ✓ | ✓  ✓  ✓ | ✓  ✓  ✓ |
|  | **Desirable** | **F1**  **F2**  **F3**  **F4** | Experience of small group or individual student teaching  Experience of clinical or basic science research  Ability to communicate in idiomatic English (to facilitate communication with clients)  Knowledge of national veterinary regulations and practices | ✓  ✓  ✓  ✓ | ✓  ✓  ✓  ✓ | ✓  ✓  ✓  ✓ |
| **Interpersonal skills** | **Essential** | **G1**  **G2**  **G3**  **G4** | Ability to work in a team  Willingness to take directions from nurses and staff  Ability to give good directions to student veterinary nurses, student veterinary surgeons and Junior Clinical Scholars  High standard of professional ethics | ✓  ✓  ✓  ✓ | ✓  ✓  ✓  ✓ | ✓  ✓  ✓  ✓ |
|  | **Desirable** | **H1** | Approachable, transparent and professional with students, clients, nurses, scholars and other staff  Prior experience of leading clinical teams | ✓ | ✓ | ✓ |
| **Special factors** | **Essential** | **I1** | Willingness to work anti-social hours, shift work and to cover in cases of colleagues’ absence | ✓ | ✓ | ✓ |
|  | **Desirable** | **J 1**  **J2** | Ability to work effectively and quickly  Ability to respond effectively to new challenges | ✓  ✓ | ✓  ✓ | ✓  ✓ |