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 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** | One year of post-graduate experience in a field relevant to veterinary clinical pathology (including clinical practice with exposure to pathology and/or clinical pathology)  Basic practical skills in clinical pathology | ✓  ✓ | ✓  ✓ |  |
| **if appropriate)** | **Desirable** | **D1** | Proactive approach to coping with a substantial diagnostic and research project workload | ✓ | ✓ | ✓ |
| **Specific aptitude**  **and abilities** | **Essential** | **E1**  **E2**  **E3** | Motivation to undertake scholarship  Motivation to undertake commitment to a research project  Ability to communicate effectively using written and spoken English with faculty, clinicians, 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  Experience with a range of clinical pathology assay methodology (clinical chemistries, haematology, ELISAs, PCR)  Experience with the interpretation of a range of clinical pathology data | ✓  ✓  ✓  ✓ | ✓  ✓  ✓  ✓ | ✓  ✓  ✓  ✓ |
| **Interpersonal skills** | **Essential** | **G1**  **G2**  **G3**  **G4** | Ability to work in a team  Willingness to take directions from academic and technical staff  Ability to give good directions to undergraduate veterinary surgeons and Junior Clinical Scholars  High standard of professional ethics | ✓  ✓  ✓  ✓ | ✓  ✓  ✓  ✓ | ✓  ✓  ✓  ✓ |
|  | **Desirable** | **H1** | Open, friendly manner with academic staff, clinicians, nurses, fellow residents/scholars and other staff | ✓ | ✓ | ✓ |
| **Special factors** | **Essential** | **I1**  **I2**  **I3**  **I4** | Well organised approach to scientific work  Critical thinking and self-motivated investigative attitude  Problem-solving skills  Willingness to shift work and to cover in cases of colleagues absence | ✓  ✓  ✓  ✓ | ✓  ✓  ✓  ✓ | ✓  ✓  ✓  ✓ |
|  | **Desirable** | **J1**  **J2** | Ability to think and work effectively and quickly  Ability to respond effectively to new challenges | ✓  ✓ | ✓  ✓ | ✓  ✓ |