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 scholarshipMotivation to undertake commitment to a research projectAbility 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 teachingExperience of clinical or basic science researchExperience 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 teamWillingness to take directions from academic and technical staffAbility to give good directions to undergraduate veterinary surgeons and Junior Clinical ScholarsHigh 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 workCritical thinking and self-motivated investigative attitudeProblem-solving skillsWillingness to shift work and to cover in cases of colleagues absence | ✓✓✓✓ | ✓✓✓✓ | ✓✓✓✓ |
|  | **Desirable** | **J1****J2** | Ability to think and work effectively and quicklyAbility to respond effectively to new challenges | ✓✓ | ✓✓ | ✓✓ |