University of Glasgow

**Person Specification**

**Post Title: Senior Clinical Scholar (Resident) in Veterinary Anatomic Pathology**

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| **FACTORS** |  |  | **CRITERIA** | **MEANS OF ASSESSMENT** | | |
|  |  |  |  | **Application** | **Reference** | **Interview** |
| **Education**  **and**  **Professional Qualifications** | **Essential** | **A1**  **A2** | A veterinary degree registerable with the Royal College of Veterinary Surgeons  Where applicants use English as a foreign language: a formal qualification in spoken and written English (IELTS Academic 6.5 with no subtest less than 6.0, met in a single test). Tests must have been taken within 2 years and 5 months of start date. | ✓  ✓ |  |  |
|  | **Desirable** | **B1** | Academic achievement relative to peer group (this includes relevant RCVS post graduate certificate where appropriate) | ✓ |  |  |
| **Experience/Training** | **Essential** | **C1** | One year of post-graduate experience in a field relevant to veterinary pathology (including research or clinical practice with exposure to anatomic and/or clinical pathology) | ✓ | ✓ |  |
|  | **Desirable** | **D1**  **D2**  **D3**  **D4** | Basic practical skills in the PM room and in the histopathology laboratory  Basic knowledge of histology of normal tissues  Experience of small group or individual student teaching  Experience of clinical or basic science research | ✓  ✓  ✓  ✓ | ✓  ✓  ✓  ✓ | ✓  ✓  ✓  ✓ |
| **Specific aptitude**  **and abilities** | **Essential** | **E1**  **E2**  **E3**  **E4** | Highly motivated to undertake scholarship  Proactive approach to coping with a substantial diagnostic and research project workload  High commitment to undertake and complete a Master degree level research project  Ability to communicate effectively using written and spoken English with faculty, clinicians, nurses, students, other scholars and all staff | ✓  ✓  ✓  ✓ | ✓  ✓  ✓  ✓ | ✓  ✓  ✓  ✓ |
|  | **Desirable** | **F1**  **F2** | Experience with special pathology techniques (e.g. immunohistochemistry, in situ hybridization, laser capture microdissection, image analysis)  Experience with molecular biology techniques (e.g. PCR, ELISA) | ✓  ✓ | ✓  ✓ | ✓  ✓ |
| **Interpersonal skills** | **Essential** | **G1**  **G2**  **G3**  **G4**  **G5** | Ability to work in a team  Willingness to take directions from academic and technical staff  Ability to give good directions to undergraduate veterinary students  High standard of professional ethics  Open, friendly manner | ✓  ✓  ✓  ✓  ✓ | ✓  ✓  ✓  ✓  ✓ | ✓  ✓  ✓  ✓  ✓ |
| **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 work flexibly as required and dictated by workload/case submissions, and to cover in cases of colleagues’ absences | ✓  ✓  ✓  ✓ | ✓  ✓  ✓  ✓ | ✓  ✓  ✓  ✓ |
|  | **Desirable** | **J1**  **J2** | Ability to think and work effectively and quickly  Ability to respond effectively to new challenges | ✓  ✓ | ✓  ✓ | ✓  ✓ |