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 laboratoryBasic knowledge of histology of normal tissuesExperience of small group or individual student teachingExperience of clinical or basic science research | ✓✓✓✓ | ✓✓✓✓ | ✓✓✓✓ |
| **Specific aptitude****and abilities** | **Essential** | **E1****E2****E3****E4** | Highly motivated to undertake scholarshipProactive approach to coping with a substantial diagnostic and research project workloadHigh commitment to undertake and complete a Master degree level research projectAbility 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 teamWillingness to take directions from academic and technical staffAbility to give good directions to undergraduate veterinary studentsHigh standard of professional ethicsOpen, friendly manner | ✓✓✓✓✓ | ✓✓✓✓✓ | ✓✓✓✓✓ |
| **Special factors** | **Essential** | **I1****I2****I3****I4** | Well organised approach to scientific workCritical thinking and self-motivated investigative attitudeProblem-solving skillsWillingness 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 quicklyAbility to respond effectively to new challenges | ✓✓ | ✓✓ | ✓✓ |