

## Shortlisting criteria

<b>Job Title</b>	Upper Limb Fellow	<b>Band</b>	Nodal point 4/5
<b>Candidate</b>			

	<b>Essential Criteria</b>	<b>Desirable Criteria</b>	<b>Score Max</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• MBChB, MBBS or equivalent (1)</li> <li>• Full registration with GMC with licence to practice (1)</li> </ul>	<ul style="list-style-type: none"> <li>• FRCS (Orth/Plast) or equivalent (4)</li> <li>• Higher Degree (MD, PhD) (4)</li> </ul>	10
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Higher Specialist Training (4)</li> <li>• Experience in Hand and Upper Limb Surgery (2)</li> </ul>	<ul style="list-style-type: none"> <li>• Previous upper limb fellowship (4)</li> <li>• Relevant publications in peer-reviewed journals (4)</li> </ul>	14
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Good Communicator</li> <li>• Team Player</li> <li>• Ability to keep good clinical records</li> <li>• Ability to set priorities in face of conflicting demands</li> </ul>		At interview
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• T&amp;O Curriculum (1)</li> </ul>		1
<b>Additional</b>	<p>Able to facilitate cross site working and out of hours non-resident on-call rota if required.</p> <ul style="list-style-type: none"> <li>• Speak English to an appropriate standard relevant to their role, i.e. with confidence and accuracy, using correct sentence structures and vocabulary, and without hesitation</li> </ul>		At interview

<b>WWL Behaviours</b>	<p>When we are:</p> <p><b>Award Thinking</b> We seek out new and creative way of working to make a positive difference.</p> <p><b>Working together</b> We actively seek opportunities to work in partnership with others</p> <p><b>Accountable</b> We take personal responsibility for ourselves and our actions</p> <p><b>Respectful</b> We recognise that everyone counts and makes a valuable contribution</p> <p><b>Demonstrate Compassion</b> We take time to show kindness and care to others</p>		

<b>Total Score:</b>	
<b>Out of total possible score:</b>	

<b>Comments</b>	Please record here any pertinent comments following interview, particularly details of how the candidate meets, or fails to meet, the requirements of the person specification;
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<b>Scoring Key:</b>	
1. Showed multiple clear evidence of a likely lack of competence in relation to the essential criteria	
2. Showed sufficient negative evidence to be judged lacking in ability in relation to the essential criteria	
3. Showed more positive than negative evidence of meeting the essential criteria	
4. Showed clear evidence of meeting the required criteria and some of those in the desirable criteria	
5. Showed multiple clear evidence of meeting all of the essential and desirable criteria	
<b>Signature:</b>	<b>Date:</b>
<b>Print name:</b>	<b>Position:</b>