

PERSON SPECIFICATION

DEPUTY MEDICAL DIRECTOR

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> <input type="checkbox"/> A medical practitioner whose name is included in the General Practitioner Register under article 10 of the General and Specialist Medical Practice Order 2003 <input type="checkbox"/> Not subject to suspension under section 41A of the Medical Act 1983 <input type="checkbox"/> Qualified General Practitioner (completed Certificate of Completion of Training CCT) <input type="checkbox"/> Currently on a Performers List and not suspended from that list or from the GMC Medical Register <input type="checkbox"/> Accredited as a member of the Royal College of General Practitioners (MRCGP) or having equivalent accreditation <input type="checkbox"/> MBBS or equivalent medical degree 	
Experience	<ul style="list-style-type: none"> <input type="checkbox"/> In practice as a General Practitioner / locum practitioner <input type="checkbox"/> Commitment to and experience of working as part of a multi-disciplinary and skill mixed team environment <input type="checkbox"/> Experience of working in a senior leadership role <input type="checkbox"/> Experience of working to achieve standards within the Quality and Outcome Framework (QOF) <input type="checkbox"/> Experience of working in primary care in an area with significant health problems <input type="checkbox"/> Development of areas of clinical expertise <input type="checkbox"/> Experience of audit and improving care for patients <input type="checkbox"/> 	<ul style="list-style-type: none"> • Experience of leading service change • Experience of leading an organisation. • Involvement in Performance investigations

Personal skills and Qualities	<ul style="list-style-type: none"> <input type="checkbox"/> Commitment to ongoing personal and professional development <input type="checkbox"/> Commitment to promoting the highest quality care provision <input type="checkbox"/> Commitment to education and training <input type="checkbox"/> Ability to support and mentor GPs, GP Registrars, Medical Students and other allied Health Professionals <input type="checkbox"/> Ability to communicate clearly and effectively in English, both written and verbally. <input type="checkbox"/> Strong interpersonal skills with a strong focus on empowering people <input type="checkbox"/> Strong negotiation and mediation skills <input type="checkbox"/> Good organisational skills <input type="checkbox"/> Strong leadership skills <input type="checkbox"/> Excellent record keeping skills <input type="checkbox"/> Imaginative approach to problem solving and provision of services <input type="checkbox"/> Strong team approach <input type="checkbox"/> Good time management skills <input type="checkbox"/> Able to work under sustained and significant pressure <input type="checkbox"/> 	<ul style="list-style-type: none"> <input type="checkbox"/> Competent user of EMIS Web
	<ul style="list-style-type: none"> <input type="checkbox"/> Working on own initiative <input type="checkbox"/> Good IT skills as relevant to General Practice <input type="checkbox"/> Committed to care quality and patient satisfaction <input type="checkbox"/> Committed to equal opportunities <input type="checkbox"/> Committed to working as part of a multi-disciplinary, multiagency team <input type="checkbox"/> Openness to explore alternative working practices 	
Knowledge and Understanding	<ul style="list-style-type: none"> <input type="checkbox"/> Understanding the role of medical services in a wider public health agenda <input type="checkbox"/> Knowledge of General Practice Commissioning, Contracting, and Funding <input type="checkbox"/> Knowledge of the demographic characteristics that affect health and health care in the area <input type="checkbox"/> Understanding current NHS policies <input type="checkbox"/> Understanding of the health and social needs of a local practice patient population and their variation in different practices <input type="checkbox"/> Understanding the current issues and challenges facing General Practice and wider Primary Care 	