

EMPLOYMENT CRITERIA / PERSON SPECIFICATION

The purpose of this specification is to identify the attributes required by applicants to perform the duties in the job description. The specification will be used to shortlist applicants and to compare how well candidates match the agreed specification. It will also be used by potential candidates to understand expectations and identify how their skills, behaviours and experience will be assessed.

Post Title	Principal Clinical Scientist (Band 8a)	Directorate/Department	Division B Wessex Genomics Laboratory Service (Salisbury)
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People with disabilities may apply for this post. Please specify in the box below if there are any physical or mental impairments/disabilities which may prevent performance of this post to an acceptable level. (Hiring managers may be asked what arrangements – if any, can be made to overcome disability i.e. provision of equipment or changes to the physical working environment / job tasks.)

Assessment Method Key	
(Note for candidates: This is not an exhaustive list and if you have any questions about the assessment methods listed, please contact the team member named on the job advert.)	
Interview	These criteria will be assessed during an interview, should you be shortlisted.
Application	These criteria will be assessed at shortlisting; therefore anything not advised in your application can not be scored.
Presentation	During an interview you may be asked to produce a presentation, this is when these criteria will be assessed.

Physical requirements of the post			
Requirements	Assessment Method	Essential	Desirable
Health and physical abilities sufficient for the post (if necessary with reasonable adjustments with respect to the Equality Act/Disability Discrimination Act).	Interview	X	
Articulate Manual dexterity. Able to stand/sit and for long periods. Able to work flexible hours.	Interview	X	
Qualifications / training required			
Requirements	Assessment Method	Essential	Desirable

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Honours degree in a scientific subject MSc in relevant discipline or equivalent level of knowledge. HCPC Registration as a Clinical Scientist with evidence of further specialist training	Application/ Certificate	X	
PhD or FRCPath Part 1	Application/ Certificate		X
Previous or relevant experience necessary			
Requirements	Assessment Method	Essential	Desirable
Postgraduate laboratory experience in Genomics Experience and competent in reporting of complex genomic results	Application / References / Interview	X	
Experience in audit, developmental and project work. Research publications in a relevant field.	Application / References / Interview		X
Aptitudes and skills required			
Requirements	Assessment Method	Essential	Desirable
Good written and oral communication skills in English. Good practical skills and technical competence. Self motivated; ability to organise own study and laboratory work. Ability to work as a team member. Excellent interpersonal abilities. Ability to work with high level of autonomy. Flexible, reliable, self motivated. Use of laboratory computing systems.	Interview	X	
Good presentation skills. Leadership experience Evidence of working with multidisciplinary teams Evidence of complex genomic analysis and interpretation across a range of technologies.	Interview		X
Able to maintain judgement under pressure and meet deadlines and contractual arrangements. Able to maintain several tasks simultaneously.	Interview	X	

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Decisive, organised and confident. Motivated and enthusiastic. Able to work under pressure.			
Able to give professional clinical leadership to a multidisciplinary team and face the challenge of conflicting priorities, concentrate on several aspects of a complex situation with frequent interruptions.	Interview		X
Special requirements of the post			
Requirements	Assessment Method	Essential	Desirable
Must be able to attend and present scientific papers at national and international meetings	Interview	X	
Outside interests			
Requirements	Assessment Method	Essential	Desirable
Evidence of a balanced lifestyle.		X	
Values and behaviours			
Requirements	Assessment Method	Essential	Desirable
Able to demonstrate behaviours that meet the Trust Values <ul style="list-style-type: none"> • Patients First • Always Improving • Working Together 	Application and Interview	X	