

FAVERSHAM MEDICAL GROUP

Person Specification – GP

POST: Primary Care Home GP		
Candidates must provide evidence to demonstrate how they meet the shortlisting criteria outlined below		
QUALIFICATIONS	ESSENTIAL	DESIRABLE
☐ GP registered with the GMC	✓	
☐ Performers List	✓	
☐ Member of RCGP		✓
☐ Evidence of continuing professional development	✓	
☐ Specialism in chosen field relevant to Primary Care		✓
KNOWLEDGE, SKILLS AND ABILITIES	ESSENTIAL	DESIRABLE
☐ Good leadership skills: - Leadership, Managerial, organisational and negotiating skills		✓
☐ Excellent communication skills and the ability to communicate effectively with a diverse range of people	✓	
☐ Ability to negotiate on difficult and controversial issues including performance and change		✓
☐ Strategic thinking – ability to anticipate and resolve problems before they arise		✓
☐ Must be able to prioritise own work effectively and be able to direct activities of others.	✓	
☐ Experience of managing and motivating others		✓
☐ Pastoral skills with ability to support individual healthcare workers		✓
☐ Ability to work under pressure	✓	
☐ Knowledge of Audit and Research: - Data collection - Clinical standard setting	✓	
☐ IT skills: - Understanding of EMIS system - Effective use of information and communication technology		✓
☐ Problem solving skills and ability to respond to sudden unexpected demands	✓	

EXPERIENCE	ESSENTIAL	DESIRABLE
☐ Experience of partnership working including building relationships and networking	✓	
☐ Active or recent clinical practice to demonstrate the current challenges in primary care		✓
☐ Must have an understanding of the background to and aims of current healthcare policy and appreciate the implications of this		✓
☐ Experience in Urgent Care		✓
☐ Evidence of good personal CPD to demonstrate professional capabilities	✓	
PERSONAL QUALITIES / OTHER	ESSENTIAL	DESIRABLE
☐ Positive Attitude	✓	
☐ Ability to motivate self and others	✓	
☐ Team and corporate working	✓	
☐ An innovative and adaptable approach to work	✓	
☐ Able to operate within a frequently changing work environment	✓	
☐ Ability to accept constructive criticism and show respect for the views of others	✓	
PERSON SPECIFICATION AGREEMENT		
Post holder Date Line Manager Date		

Please note: Selection will consider applicants' personal suitability for the role and suitability for working with children.
Any anomalies in the application form will be addressed at the interview.
It is the responsibility of all staff of Faversham Medical Group to safeguard and promote the welfare of children and vulnerable adults.