

Advanced Training in Head & Neck Surgical Oncology

2018 Person Specification

Criteria	Essential	Desirable
Status	<ul style="list-style-type: none"> Currently holding a National Training Number (or equivalent) within the following specialties - Oral & Maxillofacial Surgery, Otolaryngology, Plastic Surgery Pre certification at the start of the fellowship* Pre certification (or equivalent) for the whole of the Fellowship or permission from Training Programme Director to extend training to complete the fellowship. RITA C / ARCP Outcome 1 awarded at most recent annual assessment A minimum of 12 months Head & Neck experience within the current training programme at the time of appointment ** Eligible for registration with the GMC 	
Qualifications	<ul style="list-style-type: none"> MB BS / MB ChB or equivalent MRCS / FRCS Intercollegiate Specialty Examination (Plastic Surgery / OMFS / Otolaryngology) Part I - acquired by closing date Part II - acquired at time of appointment ** 	<ul style="list-style-type: none"> BSc (or other intercalated degree) MSc / other Masters degree MD / MPhil PhD
Clinical Experience	<ul style="list-style-type: none"> Four years satisfactory higher surgical training (or equivalent) in Plastic Surgery / ENT or three years in OMFS at time of appointment**. 	
Clinical Skills	<ul style="list-style-type: none"> Experience of clinical risk management Competent to work without direct supervision where appropriate Clear, logical thinking showing an analytical/scientific approach Experience and ability to work in multi professional teams Evidence from surgical logbook of exposure to operative Surgery relevant to Head and Neck *** 	<ul style="list-style-type: none"> Particular skill in the field of Head & Neck Surgical Oncology eg Microvascular Surgery Attendance at relevant courses
Knowledge	<ul style="list-style-type: none"> Appropriate level of clinical knowledge Shows knowledge of evidence-informed practice Shows awareness of own limitations 	<ul style="list-style-type: none"> Demonstrates breadth of experience and awareness in and outside specialty
Organisation & Planning	<ul style="list-style-type: none"> Ability to prioritise clinical need Ability to organise oneself & own work Active personal involvement in head and neck related audit involving closing the loop 	<ul style="list-style-type: none"> Understanding of NHS, clinical governance & resource constraints; management / financial awareness. experience of committee work

Criteria	Essential	Desirable
Teaching Skills	<ul style="list-style-type: none"> Evidence of teaching experience Enthusiasm for teaching; exposure to different groups / teaching methods 	<ul style="list-style-type: none"> Education qualification
Academic / Research	<ul style="list-style-type: none"> Evidence of research experience and data interpretation in head and neck surgery 	<ul style="list-style-type: none"> Research experience, presentations, publications, prizes and honours Paper / presentation at a national or international meeting or published in a peer review journal relating to head and neck surgery
Career Progression	<ul style="list-style-type: none"> Application supported by training programme director 	
Personal Skills	<ul style="list-style-type: none"> Communication and language skills (the ability to communicate with clarity and intelligibility in written and spoken english; ability to build rapport, listen, persuade, negotiate) Decisiveness/ Accountability (ability to take responsibility, show leadership, make decisions, exert appropriate authority) Interpersonal Skills (see patients as people, empathise, work co-operatively with others, open and non-defensive, sense of humor) Uses a non-judgmental approach to patients and colleagues Flexibility (able to change and adapt, respond to rapidly changing circumstances) Resilience (able to operate under pressure, cope with setbacks, self-aware) Thoroughness (is well prepared, shows self-discipline / commitment, is punctual and meets deadlines) Shows initiative / drive / enthusiasm (self-starter, motivated, shows curiosity, initiative) Probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality) 	<ul style="list-style-type: none"> Evidence of successful team working
Physical Requirements	<ul style="list-style-type: none"> Meets professional health requirements 	

* Training cannot be extended solely to allow for the fulfilling of this criteria

** Time of appointment is the start date of the fellowship – usually in July

*** This means a minimum 120 operations as evidenced on the iscp log book from the following list of procedures, of which a minimum of 50% should be as first surgeon (eg STS, STU, P or T)
 Neck Dissection (Radical, Modified Radical, Selective)
 Pedicled or Free flap reconstruction (excluding minor local flaps)
 Microneural Repair

Trans oral laser surgery [including larynx]
Laryngectomy
Maxillectomy (inc. Partial)
Mandibulectomy (rim or segmental)
Glossectomy (any).
Thyroidectomy,
Parathyroidectomy,
Branchial cyst excision
External approach pharyngeal pouch
Submandibular Gland excision
Parotidectomy (superficial, total)
complex excision of skin cancer
sentinel lymph node biopsy
moh's surgery
temporalis sling
soft tissue facial reconstructive surgery.