



St Nicholas
Hospice Care
A Registered Charity No. 287773

Person Specification

Post:	Hospice Physician
Department:	Clinical Directorate

	Essential Criteria	Desirable Criteria
Education/ Qualifications	<p>Medical degree (MBBS or equivalent)</p> <p>Full registration & GMC licence to practice</p>	<p>MRCP/MRCGP</p> <p>Diploma in Palliative Medicine</p> <p>Further postgraduate qualification e.g. MA, MSc</p>
Experience	<p>Relevant post-registration medical experience</p> <p>Experience of either: general practice, oncology or general medicine</p>	<p>Experience of working in palliative medicine</p>
Skills/Ability/ Knowledge	<p>Excellent clinical skills</p> <p>Excellent communication skills</p> <p>Good organisational skills</p> <p>Ability to solve complex patient problems</p> <p>Knowledge of the principles and practice of palliative care</p> <p>Engagement with clinical governance framework</p> <p>Able to carry out the practical procedures requires (e.g. venepuncture, cannulation, urinary catheterisation)</p> <p>A good standard of IT literacy</p> <p>Understanding of multi-disciplinary working</p> <p>Knowledge of evidence based practice</p> <p>Understanding of management issues</p> <p>Demonstrable skills in spoken and written English that are adequate to enable effective communication with patients and colleagues</p> <p>Evidence of participation in clinical audit</p>	<p>Staff development skills</p> <p>Experience of teaching in a multidisciplinary setting</p> <p>Experience of using SystmOne electronic records system</p>
Qualities/ Attributes	<p>Able to work effectively within a multidisciplinary team</p> <p>Ability to work autonomously</p> <p>Ability to work under pressure</p> <p>Awareness of own limitations</p> <p>Good time management</p> <p>Able to motivate and support others</p> <p>Ability to work under pressure and to work flexibly</p> <p>Sensitive to the needs of those affected by life-limiting illness</p> <p>Ability to remain calm</p> <p>A sound ethical approach</p> <p>Able to engage in reflective practice</p> <p>Committed to providing high quality care</p> <p>Demonstrates a willingness to engage fully in appraisal</p> <p>Self-awareness; ability to accept and learn from feedback</p>	

Other Requirements	Ability to travel between different locations (hospice bases in Bury St Edmunds and Haverhill; GP practices and patients' homes) Live within 60 minute (maximum) drive of St Nicholas Hospice Enthusiasm for learning about specialist palliative care	
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