**University of Glasgow**
**Person Specification**

**Post Title: Senior Clinical Scholar (Resident)**

| FACTORS | | | CRITERIA | MEANS OF ASSESSMENT | | |
|---|---|---|---|---|---|---|
| | | | | **Application** | **Reference** | **Interview** |
| **Education and Professional** | **Essential** | **A1** | A degree that is registerable with the Royal College of Veterinary Surgeons | ✓ | | |
| | | **A2** | A formal qualification in spoken and written English, where applicants use English as a foreign language (IELTS Academic 6.5 with no sub- test less than 6.0). Tests must have been taken within 2 years 5 months of start date. Applicants must meet the overall and subtest requirements using a single test | ✓ | | |
| **Qualifications** | **Desirable** | **B1** | Academic achievement relative to peer group (this includes relevant RCVS post graduate certificate where appropriate) | ✓ | | |
| **Experience/Training (including research experience** | **Essential** | **C1** | At least one year of practical post graduate clinical experience and training with companion animals as part of a formal internship programme or two years of an equivalent programme on an informal basis (e.g. assistant in a suitable practice) | ✓ | ✓ | |
| | | **C2** | Practical clinical skills such as anaesthesia, radiography, basic surgery, placement of intravenous catheters etc. | ✓ | ✓ | |
| | | **C3** | Experience of clinical decision making with companion animals in first opinion or referral practice | ✓ | ✓ | ✓ |
| | | **C4** | Experience of practical responsibility for clinical case management | ✓ | ✓ | ✓ |
| **if appropriate)** | **Desirable** | **D1** | Experience of coping with a substantial clinical case load | ✓ | ✓ | ✓ |
| **Specific aptitude and abilities** | **Essential** | **E1** | Motivation to undertake scholarship | ✓ | ✓ | ✓ |
| | | **E2** | Ability to deliver the highest standards of clinical care under the direction of others | ✓ | ✓ | ✓ |
| | | **E3** | Ability to communicate effectively using written and spoken English with clients, nurses, students, other scholars and staff | ✓ | ✓ | ✓ |
| | **Desirable** | **F1** | Experience of small group or individual student teaching | ✓ | ✓ | ✓ |
| | | **F2** | Experience of clinical or basic science research | ✓ | ✓ | ✓ |
| | | **F3** | Ability to communicate in idiomatic English (to facilitate communication with clients) | ✓ | ✓ | ✓ |
| | | **F4** | Knowledge of national veterinary regulations and practices | ✓ | ✓ | ✓ |
| **Interpersonal skills** | **Essential** | **G1** | Ability to work in a team | ✓ | ✓ | ✓ |
| | | **G2** | Willingness to take directions from nurses and staff | ✓ | ✓ | ✓ |
| | | **G3** | Ability to give good directions to student veterinary nurses, student veterinary surgeons and Junior Clinical Scholars | ✓ | ✓ | ✓ |
| | | **G4** | High standard of professional ethics | ✓ | ✓ | ✓ |
| | **Desirable** | **H1** | Open, friendly manner with students, clients, nurses, scholars and other staff | ✓ | ✓ | ✓ |
| **Special factors** | **Essential** | **I1** | Willingness to work anti-social hours, shift work and to cover in cases of colleagues absence | ✓ | ✓ | ✓ |
| | **Desirable** | **J 1** | Ability to think and work effectively and quickly | ✓ | ✓ | ✓ |
| | | **J2** | Ability to respond effectively to new challenges | ✓ | ✓ | ✓ |