

**University of Glasgow
Person Specification**

Post Title: Senior Clinical Scholar (Resident)

FACTORS			CRITERIA	MEANS OF ASSESSMENT		
				Application	Reference	Interview
Education and Professional Qualifications	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	✓		
	Desirable	B1	Academic achievement relative to peer group (this includes relevant RCVS post graduate certificate where appropriate)	✓		
Experience/Training (including research experience if appropriate)	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	✓	✓	✓
	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	✓	✓	✓