

The Faculty of Intensive Care Medicine

Suggested Minimum Criteria to Include in a Person Specification for a post with ICM

FACTORS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Qualifications / Clinical Skills	<p>Full registration with the GMC</p> <p>Eligible to be included on the Specialist Register or within 6 months of achieving CCT at the time of interview.</p> <p>Must have completed intermediate or Step 1 training in ICM or equivalent</p>	<p>CCT in ICM as described by the Faculty of intensive care medicine (or evidence of equivalent levels of experience/training).</p> <p>FFICM examination or other professional or higher qualification</p>	CV
Special knowledge / Abilities / and / or experience	<p>Extensive experience in critical care relevant for the post</p>		CV Interview References
Personal skills / Qualities	<p>Able to communicate effectively and appropriately with patients, their families and other health professionals.</p> <p>Leadership skills appropriate to participating in and leading a multidisciplinary critical care team</p> <p>Able to delegate appropriately.</p> <p>Good relationship with patients and colleagues</p> <p>Able to work with colleagues in a team</p> <p>Proven commitment to personal professional development</p>	<p>Able to develop, present and implement coherent ideas for service development/ delivery.</p>	CV Interview References

Audit & Research	<p>Evidence of participation in clinical audit.</p> <p>Able to teach and support staff effectively</p> <p>Commitment to continuing personal development and medical education</p>	<p>Published research</p> <p>Presentations and/or publications in critical care publications or at critical care meetings</p>	<p>CV</p> <p>Interview</p> <p>References</p>
Teaching & Training	<p>Experience in teaching, training and supervising medical students and doctors</p>	<p>Experience of teaching other health professionals</p> <p>Formal teaching qualification or Instructor status for a relevant course on acute care or the deteriorating patient e.g. ALS/ ATLS</p>	