

**PERSON SPECIFICATION**  
**Clinical Teaching Fellow**

Criteria	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. Primary qualification (MBChB or equivalent).	Essential	Application Form
2. Registered with the GMC with a License to Practice and held in good standing.	Essential	Application Form
3. At least 2 years clinical experience post-graduation - completion of Foundation Training or equivalent.	Essential	Application Form / Supporting Statement
4. Evidence of an applied understanding of anatomy, physiology and clinical skills and willingness to develop this to facilitate learning in the TCMS MBChB Programme.	Essential	Supporting Statement / Interview
5. Experience of teaching in a clinical setting.	Essential	Application Form / Supporting Statement
6. Evidence of scholarly activity relating to medical education (e.g. quality improvement work, research, or publication).	Essential	Supporting Statement / Interview
7. Competence in using information technology appropriate to an academic environment, including for the facilitation of learning.	Essential	Supporting Statement / Interview
8. Excellent communication skills (oral and written). Ability to communicate effectively, professionally, and sympathetically with staff and students from a range of ages and backgrounds including giving, requesting, and receiving constructive feedback.	Essential	Supporting Statement / Interview
9. Demonstrable commitment to diversity and inclusion, and to health and wellbeing issues for both staff and students.	Essential	Supporting Statement / Interview
10. Evidence of making a contribution to both student recruitment and support activities, or a willingness to do so.	Essential	Supporting Statement
11. Have adequate and appropriate clinical knowledge, experience, and skills to be able to participate in an associated clinical role.	Essential	Supporting statement / Interview
12. Evidence of a Teaching and Learning qualification and / or eligibility to apply for Higher Education Academy Fellowship (HEA)*.	Desirable	Application Form

13. Experience of delivering high quality education and Previous teaching experience with large and small groups within a relevant discipline, and or teaching medical students and / or postgraduate doctors in training.	Desirable	Supporting Statement / Interview
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- Application Form – assessed against the application form and where appropriate, curriculum vitae. Applicants will not be asked to answer a specific supporting statement. Normally used to evaluate factual evidence e.g. award of a qualification. Will be “scored” as part of the shortlisting process.
- Supporting Statements - applicants are asked to provide a statement to demonstrate how they meet the criteria. The response will be “scored” as part of the shortlisting process.
- Interview – assessed during the interview process by either competency-based interview questions, tests, work-related exercise, presentation or teaching session etc.

\* Newly appointed staff who do not already hold HEA professional recognition or an HE teaching qualification will be required to achieve this within three years of their appointment to the post, either through completion of the PG Cert Learning and Teaching in HE, or for those with significant experience of teaching in HE, via the University’s accredited CPD scheme conferring Fellowship at the appropriate level.