



## VOCATIONAL DENTAL PRACTITIONER POST PERSON SPECIFICATION

**NB All entry criteria must be met**

|                         | ESSENTIAL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | WHEN EVALUATED                                         | DESIRABLE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | WHEN EVALUATED                                                                      |
|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| QUALIFICATIONS          | <ul style="list-style-type: none"> <li>Eligible for full registration with the GDC</li> <li>BDS (or equivalent, or anticipated award))</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | App form<br>App form                                   | <ul style="list-style-type: none"> <li>Less than 24 months postgraduate experience in dentistry</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                | App form                                                                            |
| CLINICAL SKILLS         | <ul style="list-style-type: none"> <li>Basic life support skills</li> <li>Understanding of clinical risk management</li> <li>Clear, logical thinking, showing an analytical/scientific approach</li> <li>Good manual dexterity and hand/eye co-ordination</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                    | App form<br>Int<br>App form, Int<br>Ref                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                     |
| KNOWLEDGE               | <ul style="list-style-type: none"> <li>Appropriate level of clinical knowledge</li> <li>Shows knowledge of evidence-informed practice</li> <li>Shows awareness of own limitations</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Int, Ref<br>Int<br>Int, Ref                            | <ul style="list-style-type: none"> <li>Demonstrates breadth of experience and awareness in and outside specialty/medicine</li> <li>Demonstrates use of evidence-informed practice</li> </ul>                                                                                                                                                                                                                                                                                                                              | App form, Int<br>Int                                                                |
| ORGANISATION & PLANNING | <ul style="list-style-type: none"> <li>Ability to prioritise clinical need</li> <li>Ability to organise oneself and own work</li> <li>Experience and ability to work in multi-professional teams</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Int, ref<br>Int, Ref<br>App form, Int, Ref             | <ul style="list-style-type: none"> <li>Information technology skills</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                           | App form                                                                            |
| START DATE              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                        | <ul style="list-style-type: none"> <li>Available to start August 2010</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                          | App form, Int                                                                       |
| PERSONAL SKILLS         | <ul style="list-style-type: none"> <li><b>COMMUNICATION &amp; LANGUAGE SKILLS</b><br/>(the ability to communicate with clarity and intelligibility in written and spoken English, ability to build rapport, listen, persuade, negotiate)</li> <li><b>DECISIVENESS/ACCOUNTABILITY</b><br/>(ability to take responsibility and make decisions)</li> <li><b>INTERPERSONAL SKILLS</b> (see patients as people, empathise, work co-operatively with others, open and non-defensive, sense of humour)</li> <li><b>USES A NON-JUDGEMENTAL APPROACH TO PATIENTS AND COLLEAGUES</b><br/>(regardless of their sexuality, ethnicity, disability, religious beliefs or financial status)</li> </ul> | App form, Int, ref<br>Int, Ref<br>App form, Ref<br>Ref | <ul style="list-style-type: none"> <li>The ability to produce legible notes</li> <li>Commitment to the speciality</li> <li><b>FLEXIBILITY</b> (able to change and adapt, respond to rapidly changing circumstances)</li> <li><b>RESILIENCE</b> (able to operate under pressure, cope with setbacks, self-aware)</li> <li><b>THOROUGHNESS</b> (Is well prepared, shows self-discipline/commitment, is punctual and meets deadlines)</li> <li><b>SHOWS INITIATIVE/DRIVE/ENTHUSIASM</b> (self starter, motivated,</li> </ul> | App form, Ref<br>App form<br>Int, Ref<br>Int, Ref<br>Int, ref<br>App form, Int, ref |

|                        | ESSENTIAL                              | WHEN EVALUATED                  | DESIRABLE                                                                                                                    | WHEN EVALUATED |
|------------------------|----------------------------------------|---------------------------------|------------------------------------------------------------------------------------------------------------------------------|----------------|
| PERSONAL SKILLS (cont) |                                        |                                 | shows curiosity, initiative)<br>• PROBITY (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality) | Int, Ref       |
| PHYSICAL REQUIREMENTS  | Meets professional health requirements | Pre-employment health screening |                                                                                                                              |                |