

Generic Person Specification for Specialist Doctor in Anaesthesia

Examples of evidence that can be used; not all required.

	Essential	Desirable	Evidence
Professional values and behaviours, skills and knowledge	<ul style="list-style-type: none"> ■ Full registration and a License to Practice with the General Medical Council ■ Minimum of 12 years medical experience since primary medical qualification ■ Minimum of 6 years as SAS grade or equivalent in anaesthesia ■ Adheres to professional requirements of annual appraisal, job planning and reviews of performance and progression ■ Demonstrates the professional values and behaviours set out in Good Medical ■ Practice Provides safe and effective general and regional anaesthesia, and procedural sedation, independently for all patients¹ ■ Demonstrated ability to manage patients with complex needs whilst remaining aware of their own limitations¹ ■ Provides safe and effective care for critically ill patients with specialist help and guidance² ■ Ability to lead resuscitation teams and safely transfer critically ill patients¹ ■ Communicates effectively with patients, relatives and carers, placing them at the centre of the care pathway¹ ■ Capable of working with patients to reduce the risks associated with surgery² ■ Previous experience working in the NHS. 	<ul style="list-style-type: none"> ■ Post-graduate professional qualification in anaesthesia ■ Demonstrated ability to provide safe and effective immediate care for critically ill patients of all ages.¹ 	<ul style="list-style-type: none"> ■ Yearly appraisal documents ■ Job plan ■ Autonomous practice sign off ■ CV ■ Logbook ■ LLP WBA ■ ATLS/APLS/ALS ■ Patient feedback ■ Colleague feedback ■ Preassessment clinic or evidence of discussions with surgeons or patients re risk assessment ■ CPD summary ■ Interview (if appropriate) ■ Higher qualifications ■ Reflective pieces

	Essential	Desirable	Evidence
Leadership and teamworking	<ul style="list-style-type: none"> ■ Ability to lead diverse teams within all areas of the hospital¹ ■ Understands own leadership style and its impact on others¹ ■ Demonstrated ability to develop effective relationships across teams, contributing to their successful working¹ ■ Demonstrates ability to challenge others, escalating concerns when necessary¹ ■ Critically reflects on decision-making explaining them effectively to others.¹ 	<ul style="list-style-type: none"> ■ Undertaken training in management and / or teamworking. 	<ul style="list-style-type: none"> ■ Additional Roles ■ Colleague feedback ■ ES WBA completed ■ MTR in LLP ■ Leadership CPD.
Patient safety and quality improvement	<ul style="list-style-type: none"> ■ Takes prompt action to ensure a high standard of safety and quality of patient care¹ ■ Ability to collaborate with hospital teams to manage risk ■ Understanding of clinical governance systems ■ Active and consistent engagement with local quality improvement projects. 	<ul style="list-style-type: none"> ■ Participates in regional or national quality improvement projects ■ Implements evidence-based change to improve patient care ■ Undertaken training in quality improvement methodology. 	<ul style="list-style-type: none"> ■ QI projects ■ Audits completed ■ Examples of change management, guideline production or review ■ Human factors training ■ Reflection on critical incidents ■ M&M meetings
Safeguarding	<ul style="list-style-type: none"> ■ Evaluates and instigates initial management of safeguarding concerns.¹ 		<ul style="list-style-type: none"> ■ Critical incidents completed and reflected on ■ Safeguarding training
Education and training	<ul style="list-style-type: none"> ■ Meets the requirements of a Sessional Supervisor, as defined by the RCoA³ ■ Critically assesses learning requirements for self and others¹ ■ Evaluates, reflects and acts on the effectiveness of education and learning¹ ■ Creates effective learning opportunities for medical and para-medical colleagues. 	<ul style="list-style-type: none"> ■ Plans and provides effective teaching and training activities ■ Meets the requirements of a clinical/ educational supervisor, as defined by the GMC ■ Formal educational qualification ■ Life support instructor. 	<ul style="list-style-type: none"> ■ ES/CS training ■ Examiner undergraduate or post graduate ■ Interviewer local or national
Research and scholarship	<ul style="list-style-type: none"> ■ Keeps up-to-date with current research and best practice ■ Locates and uses clinical guidelines appropriately ■ Critically appraises and understands the relevance of research evidence in anaesthesia² ■ Supports any research activities being undertaken within the Trust as required. 	<ul style="list-style-type: none"> ■ Undertakes significant involvement in clinical research ■ Presentations at regional and national meetings ■ Publications in peer reviewed journal ■ Undertaken training in research methodology. 	<ul style="list-style-type: none"> ■ Departmental research lead ■ Departmental meeting organization ■ Research papers ■ Articles ■ Departmental journal clubs

References

- ¹ Equivalent to stage 3 capability, RCoA 2021 Anaesthetics Curriculum
- ² Equivalent to stage 2 capability, RCoA 2021 Anaesthetics Curriculum
- ³ [Guidance on supervision arrangements for anaesthetists, RCoA \(2025\)](#)

[NHS employer guidance](#)

[BMA guidance](#)