PERSON SPECIFICATION 2026

GENERAL SURGERY - ST3

ELIGIBILITY TO APPLY

Please make sure you meet all below eligibility criteria before applying.

QUALIFICATIONS

You must hold a Bachelor of Medicine, Bachelor of Surgery (BMBS, MBBS) degree or other equivalent medical qualification.

REGISTRATION & RIGHT TO WORK

You must:

- Be eligible to work in the UK.
- Hold full registration with the General Medical Council (GMC) at the time of application, **and** hold a current licence to practise on the date your post commences.
- Meet the standards set out in *Good Medical Practice*, and not be subject to fitness to practise conditions which would prevent you taking up the post or performing fully within it.

You **must not**

- Hold, nor be eligible to hold, a Certificate of Completion of Training (CCT) or Certificate of Eligibility for Specialist Registration (CESR) for this specialty, **nor**
- Already be eligible for the specialist register for this specialty.

CAREER HISTORY

You must be able to provide complete details of your employment history, including any gaps.

DISCLOSURE

- You must complete all sections of the application form fully and truthfully, in accordance with written guidelines.
- You must disclose in your application if you are subject to any ongoing fitness to practise proceedings or are subject to any fitness to practise conditions.
- **If you are currently in specialty training** and are applying to continue training in the same specialty in another region, you must obtain a Support for Application to another region form signed by the Training Programme Director/Head of School of your current Specialty Training Programme. This must confirm satisfactory progress and be submitted with your application.

- **If you have previously resigned, or been removed from, a training programme in any specialty**, you must obtain a Support for Reapplication to Specialty Training form signed by the Training Programme Director/Head of School and Postgraduate Dean from the region you previously undertook training in. This must be submitted with your application.

CAPABILITY/COMPETENCES AND EXPERIENCE FOR ST3 ENTRY

Capability/Competences

You must have evidence of achievement of core surgical competences, via one of the following three methods:

- Current employment in a UK Core Surgical Training programme which leads to successful completion of the programme by the advertised post start date for the vacancy; **or**
- Successful completion of a UK Core Surgical Training programme, evidenced by a satisfactory ARCP outcome. This must be submitted with your application; **or**
- A completed *Alternative Certificate of Eligibility to Enter Higher Surgical Training*. This must be submitted with your application.

Experience

If you **wish to be considered for Locum Appointment for Training posts (where available)** you must have no more than 24 months experience in LAT posts in this specialty by the advertised post start date for the vacancy.

PROFESSIONAL EXAMINATIONS

You must have successful completion of Membership of the Royal College of Surgeons (MRCS) by examination by the 'initial offers released by' date for the round.

SELECTION CRITERIA

ESSENTIAL SELECTION CRITERIA

Eligibility

- You meet all criteria specified in the Eligibility to Apply section above.

Clinical knowledge

- Interest in, and understanding of, the training programme.

Workplace skills

- Ability to work in multi-professional teams and supervise colleagues.
- Ability to lead, make decisions, organise and motivate other team members.
- Ability to manage/prioritise own and others' time effectively.
- Ability to work safely under pressure and deliver good clinical care in the face of uncertainty.
- Ability to monitor developing situations and anticipate issues.
- Good basic IT skills, including Microsoft Office, email, and ability to learn new systems.

Academic knowledge

- Understanding of research, including awareness of ethical issues.
- Understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety, and clinical quality improvement initiatives.
- Knowledge of evidence-informed practice.

Personal skills

- Commitment to personal and professional development.
- Ability to work on own initiative, demonstrating curiosity.
- Strong attention to detail, preparation and planning.
- Ability to communicate messages effectively to a range of audiences.
- Ability to negotiate and build positive professional relationships.
- Strong problem-solving skills, with a scientific approach to problem solving.

Values

- Understands, respects and demonstrates the values of the NHS

Knowledge and experience

- Understanding of NHS management and resources.
- Experience of management.
- Experience of research.
- Experience of audit and quality improvement.
- Experience of teaching.

SPECIALTY SPECIFIC ESSENTIAL SELECTION CRITERIA

Career Progression

- Completed the relevant competencies in General Surgery as described in the Core Surgical Training curriculum.

Clinical skills – clinical knowledge & expertise

- Capacity to apply sound clinical knowledge and judgement to problems.
- Ability to prioritise clinical need.
- Demonstrates appropriate technical and clinical competence and evidence of the development of diagnostic skills and clinical judgement.
- Validated logbook documentation of surgical exposure to date.

Communication skills:

- Able to discuss treatment options with patients in a way they can understand.

Organisation and planning:

- Understands importance and impact of information systems.
- Demonstrates attention to detail.

Coping with pressure and managing uncertainty:

- Capacity to operate effectively under pressure and remain objective in highly emotive/pressurised situations.
- Awareness of own limitations and when to ask for help.

Commitment to specialty – learning and personal development

- Shows realistic insight into General Surgery and the personal demands of a commitment to surgery.
- Demonstrates knowledge of training programme and commitment to own development.
- Shows critical and enquiring approach to knowledge acquisition, commitment to self-directed learning and a reflective/analytical approach to practice.

SPECIALTY SPECIFIC DESIRABLE SELECTION CRITERIA

Career Progression

- Less than 72 months' experience in General Surgery at CT/ST level (not including foundation modules).
- Completed a minimum of 12 months experience in elective general surgery including a minimum of 12 months on call for emergency general surgery.

Clinical skills – clinical knowledge & expertise

- Has evidence of training in basic surgical skills and trauma management/critical surgical care.

Research, Audit and Quality Improvement:

- Evidence of relevant academic and research achievements, e.g., degrees (not including intercalated BSc or 'Honorary' MA), prizes, awards, distinctions, publications, presentations, other achievements.
- Evidence of participation in risk management and/or clinical/laboratory research.

Teaching:

- Evidence of knowledge of principles of adult education and effective design and delivery of teaching and learning.

Commitment to specialty – learning and personal development

- Achievements relevant to general surgery, including elective or other experience.
- Attendance at, or participation in, national, international, departmental, regional and online meetings relevant to general surgery.
- Evidence of participation in extracurricular activities/achievements relevant to surgery throughout career progression e.g., membership of relevant surgical bodies/societies, attendance at relevant courses/conference, surgical elective, logbook and undergraduate/postgraduate surgical projects etc.