PERSON SPECIFICATION 2026

CORE SURGICAL TRAINING – CT1

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 core training** and applying to continue training in the same core programme 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.

NIMDTA Northern Ireland Medical & Dental Training Agency

NHS Education for Scotland

GIG CYMRU NHS WALES | Addysg a Gwella Iechyd Cymru (AaGIC) Health Education and Improvement Wales (HEIW)

NHS England

- **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.
- **If you have previously resigned, been removed from, or relinquished a Foundation post or training programme** and failed to gain the award of a Foundation Programme Certificate of Completion (FPCC), or Foundation Achievement of Competence Document 5.2 (FACD 5.2) you must obtain a Dean's Supporting Declaration proforma signed by the Postgraduate Dean from the region you previously undertook Foundation training in. This must be submitted with your application.

CAPABILITY/COMPETENCES FOR ST1/CT1 ENTRY

You must have evidence of achievement of foundation competences in the three and a half years preceding the advertised post start date for the vacancy, via one of the following four methods:

- Current employment in a UK Foundation Programme Office (UKFPO) affiliated foundation programme; **or**
- Current employment in a GMC approved Specialty Training Programme holding either a National Training Number (NTN) or Deanery Reference Number (DRN); **or**
- A *Foundation Programme Certificate of Completion* (FPCC) from a UK affiliated foundation programme; **or**
- 12 months medical experience after full GMC registration (or equivalent post licensing experience), and a Certificate of Readiness to Enter Specialty Training (CREST).

EXPERIENCE

You must have 18 months or less experience (whole time equivalent) in Surgical specialties (not including Foundation placements) at the advertised post start date for the vacancy. All experience in posts at any level count, irrespective of the country the experience is gained. Where placements in surgical specialties are undertaken without enrolment in a UKFPO programme no more than 12 months experience will be accepted as foundation equivalent.

For Oral and Maxillofacial Surgery applicants:

Only surgical experience gained after completion of both medical and dental degrees (whichever was achieved latest) will count towards the 18 months' experience.

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

DESIRABLE SELECTION CRITERIA

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

Clinical skills

- Recognition of, and ability to undertake the initial management of, an acutely ill patient.

SPECIALTY SPECIFIC DESIRABLE SELECTION CRITERIA

Commitment to specialty

- Evidence of participation in extracurricular activities or achievements relevant to surgery throughout career progression.