University of Glasgow

**Person Specification**

**Post Title: Senior Clinical Scholar (Resident, Farm Animal)**

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| **FACTORS** |  |  | **CRITERIA** | **MEANS OF ASSESSMENT** | | |
|  |  |  |  | **Application** | **Reference** | **Interview** |
| **Education**  **and**  **Professional** | **Essential** | **A1**  **A2** | A degree that is registerable with the Royal College of Veterinary Surgeons  A formal qualification in spoken and written English, where applicants use English as a foreign language (IELTS Academic 6.5 with no sub- test less than 6.0). Tests must have been taken within 2 years 5 months of start date. Applicants must meet the overall and subtest requirements using a single test | ü  ü |  |  |
| **Qualifications** | **Desirable** | **B1** | Academic achievement relative to peer group (this includes relevant RCVS post graduate certificate where appropriate) | ü |  |  |
| **Experience/Training**  **(including research experience** | **Essential** | **C1**  **C2**  **C3**  **C4**  **C5** | Practical post graduate clinical experience and training with farm animals (as part of a formal internship programme or equivalent on an informal basis (e.g. assistant in a suitable practice)  Practical clinical skills such as ultrasound scanning, basic on farm surgery, medications, etc.  Experience of clinical decision making with farm animals in first opinion or referral practice  Experience of practical responsibility for clinical case management  **Hold a full valid EU/UK driving license for 2 years** | ü  ü  ü  ü  ü | ü  ü  ü  ü | ü  ü  ü  ü |
| **if appropriate)** | **Desirable** | **D1** | Experience of coping with a substantial clinical (farm animal) case load | ü | ü | ü |
| **Specific aptitude**  **and abilities** | **Essential** | **E1**  **E2**  **E3** | Enthusiasm and motivation to undertake scholarship  Ability to deliver the highest standards of clinical care under the direction of others  Ability to communicate effectively using written and spoken English with clients (farmers), referring vets, students, other scholars and support staff | ü  ü  ü | ü  ü  ü | ü  ü  ü |
|  | **Desirable** | **F1**  **F2**  **F3**  **F4** | Experience of small group or individual student teaching  Experience of clinical or basic science research  Ability to communicate in idiomatic English (to facilitate communication with clients)  Knowledge of national veterinary regulations and practices | ü  ü  ü  ü | ü  ü  ü  ü | ü  ü  ü  ü |
| **Interpersonal skills** | **Essential** | **G1**  **G2**  **G3** | Ability to work in a team  Ability to give good directions to student veterinary surgeons and colleagues  High standard of professional ethics | ü  ü  ü | ü  ü  ü | ü  ü  ü |
|  | **Desirable** | **H1** | Open, friendly manner with students, clients, scholars and other staff | ü | ü | ü |
| **Special factors** | **Essential** | **I1** | Willingness to work anti-social hours, out of hours and to cover in cases of colleagues absence | ü | ü | ü |
|  | **Desirable** | **J 1**  **J2** | Ability to think and work effectively and quickly  Ability to respond effectively to new challenges | ü  ü | ü  ü | ü  ü |