

PERSON SPECIFICATION: MEDICAL APPRAISER

Knowledge, Skills and Attributes	
High level of interpersonal and communication skills	Essential
Flexible approach and self-managing attitude to learning	Essential
Motivated, conscientious and able to deliver to deadlines	Essential
Open and non-judgemental attitude	Essential
Willing to undertake CPD in role of appraiser	Essential
Understanding of Equality and Diversity	Essential
Understanding of Data Security and Information Governance	Essential
IT literate	Essential
Committed and able to give sufficient time to appraiser role	Essential
Full understanding of role of appraiser and the appraisal process	Desirable
Awareness of Responsible Officer responsibilities	Desirable
Knowledge of local professional development and education structures	Desirable
Experience	
Minimum 5 years' experience working in the NHS	Essential
Sufficient understanding of context to be credible	Essential
Experience working in general practice	Desirable
Experience supporting doctors who are struggling	Desirable
Minimum 3 years' experience of being appraised with agreed outcomes and PDP reviews	Desirable
Positive personal experience of appraisal	Desirable
Qualifications	
Educated to degree level or equivalent	Essential
Up to date in Equality and Diversity training	Essential
Up to date in Data Security or Information Governance training	Essential
Registered Medical Practitioner	Desirable
Mentoring, Training or Coaching qualification, or equivalent experience	Desirable
Postgraduate qualification in medical education, or equivalent	Desirable