

Faculty of Dental Surgery, the Royal College of Surgeons of England  
Guidance to Regional, National and Specialty Advisors & Employers involved in Person  
Specifications for NHS or Honorary Consultants on Paediatric Dentistry

### Consultants in Paediatric Dentistry – Person Specification

Attainments	Essential	Desirable	Assessed by
Registration	Full registration with the United Kingdom  General Dental Council (GDC) on the Specialist List for Paediatric Dentistry		CV & Documentation
Professional Qualifications	Membership or Fellowship in Paediatric Dentistry, or equivalent  This may or may not include post CCST training and Intercollegiate Specialty Fellowship Examination in Paediatric Dentistry (ISFE) <b>OR</b> equivalent. Those without post CCST / ISFE should demonstrate evidence of Management and Leadership training and/or experience that is suitable to meet the requirements of the post*		CV & Documentation
Clinical Activity		As required by post, usually as desirable, and might include, for example, statements such as:  Experience of provision of treatment with conscious sedation / general anaesthetic  Experience of provision of care for children with complex needs  Experience of management of surgical cases  Experience of management of dental trauma  Experience of multidisciplinary team working  Experience in CDS / primary care / other dental settings	CV & Interview
Quality Improvement	Evidence of participation in service evaluation, audit, risk management, quality improvement activity		CV & Interview

Research and Teaching	Ability to appraise scientific literature critically	Publications in peer reviewed journals Research qualification Research relevant to Paediatric Dentistry Experience / qualification relating to the delivery of undergraduate and postgraduate teaching and supervision – can be essential if required by post (stipulate opportunity for an honorary contract where applicable) Experience of supervising DCTs / trainees	CV & Interview
Personal	Experience in the day-to-day leadership skills and responsibilities of a consultant Experience of problem solving and decision making Experience of management and leading others Demonstrates vigilance and situational awareness Demonstrates organisation and planning skills Demonstrates evidence of teamworking Demonstrates written and verbal communication skills Demonstrates equality, diversity and inclusion commitment Appropriate record of relevant CPD	Leadership training / qualification Mentoring experience / qualification Experience of relevant computer systems	CV & Interview

#### Footnotes:

The above criteria should be considered the minimum and prospective employers may add other criteria (essential and desirable) to take account of local circumstances and the requirements of the post, with advice from the College regarding amendments to person specifications.

For Honorary Consultant posts linked with Lecturer/Senior Lecturer/Professorial appointments there will be appropriate additional criteria, as required by the University.

Current holders of an NHS or Honorary Consultant Contract in Paediatric Dentistry are eligible for short-listing.

A person specification will accompany a job description and an indicative job plan, as well as any other information considered appropriate by the prospective employer.

\*Information on current specialty training requirements in Leadership & Management can be found below, and may be useful to appointment panels in informing assessments of equivalence in this domain:

<https://www.rcseng.ac.uk/dental-faculties/fds/careers-in-dentistry/postgraduate-training-jcptd/higher-specialist-training-documents-and-curricula/>

<https://www.gdc-uk.org/education-cpd/dental-education/quality-assurance/specialty-curricula/paediatric-dentistry>

<https://www.rcseng.ac.uk/dental-faculties/fds/careers-in-dentistry/postgraduate-training-jcptd/specialty-advisory-committees/>

<https://copdend.org/>

Please see the Faculty advisory pages for further information and advice:

<https://www.rcseng.ac.uk/dental-faculties/fds/faculty/advisors-resources/aac/>

<https://www.rcseng.ac.uk/dental-faculties/fds/faculty/advisors-resources/>