

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<br><br>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:<br><br>Experience of provision of treatment with conscious sedation / general anaesthetic<br>Experience of provision of care for children with complex needs<br>Experience of management of surgical cases<br>Experience of management of dental trauma<br>Experience of multidisciplinary team working<br>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<br>Research qualification<br>Research relevant to Paediatric Dentistry<br>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)<br>Experience of supervising DCTs / trainees | CV & Interview |
| Personal              | Experience in the day-to-day leadership skills and responsibilities of a consultant<br>Experience of problem solving and decision making<br>Experience of management and leading others<br>Demonstrates vigilance and situational awareness<br>Demonstrates organisation and planning skills<br>Demonstrates evidence of teamworking<br>Demonstrates written and verbal communication skills<br>Demonstrates equality, diversity and inclusion commitment<br>Appropriate record of relevant CPD | Leadership training / qualification<br>Mentoring experience / qualification<br>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/>