

WMCT Person Specification

All applicants to the team must meet the minimum person specification detailed in the essential column below. Applicants who have additional qualifications or experience listed in the desirable or beneficial column will stand a greater chance of being invited to selection.

	ESSENTIAL	DESIRABLE / BENEFICIAL
Registration	Fully registered, no practice restrictions: <ul style="list-style-type: none"> GMC (with license to practice) NMC (Adult / Sick Child Nursing) HCPC (Paramedic or ODP) 	
Clinical Experience	<p>Paramedics: Three years post-registration and successful completion of their NQP pathway</p> <p>Nurses/ODPs: Three years post-registration</p> <p>Doctors: 3 years post full registration experience. ST3+ equivalent</p>	<p>Paramedics: Evidence of enhanced care experience</p> <p>Nurse/ODP/Paramedics: Four years post-registration</p> <p>ODP: Evidence of critical care experience outside of the operating theatre e.g. ED / Resus / ICM</p>
	<p>Nurses: At least 12 months post registration experience in an acute care specialty post.</p> <p>Doctors: At least 12 months working in an acute care setting (EM/ICM/Anaesth/AM) post registration.</p>	Evidence of ongoing practice in acute care. Documented evidence of pre-hospital care experience.
Qualifications and Memberships	DBS clearance (enhanced)	Full BASICS member
	Provider status at ILS level or equivalent (ALS or Paramedic training accepted as alternative)	BASICS Pre-hospital Emergency Care Course or similar Human Factors / CRM Course
		Diploma or Fellowship in Immediate Medical Care (RCSEd)
		Provider or instructor status in: APLS, ATLS, ETC, MIMMS etc. (or equivalent experience/training)
Commitment to the team	<p>Able to commit to minimum number of clinical and non-clinical (training) sessions per year.</p> <p>Trainee: Minimum 6 x clinical shifts and 2 x evening training sessions in first 6 months</p> <p>Member: Minimum 12 x clinical shifts and 4 x evening training sessions every year</p>	Additional non-medical skills or experience to contribute to the wider charity.
Communication	Fluent ability to effectively communicate with patients and colleagues in English.	Ability to communicate in additional languages
Health	<p>Demonstrate Exposure Prone Procedure clearance (HIV, HBV and HCV) from current employer.</p> <p>Demonstrate personal fitness for pre-hospital work (Evidence of successful completion of IBTPHEM fitness test)</p>	
Indemnity	Hold professional indemnity for pre-hospital emergency medicine practice	
Others	No restrictions on treating West Midlands Service NHS Foundation Trust patients	<p>Higher qualifications or research activity/publications in a related field.</p> <p>Living / working within the West Midlands Locality</p>