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| **Essential Criteria** – these are attributes without which a candidate would not be able to undertake the full remit of the role. Applicants who do not clearly demonstrate in their application that they possess the essential requirements will normally be eliminated at the short listing stage.  **Desirable Criteria** – these are attributes which would be useful for the candidate to hold. When short listing, these criteria will be considered when more than one applicant meets the essential criteria.  **Means of Assessment –** please note that candidates invited for interview will be notified if there will be a requirement to undertake a test or presentation. These additional assessments may be used to judge one or more criteria within the factor. |

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| **Factors** | **Essential** | **Desirable** | Means of Assessment |
| **Education and Professional Qualifications** | * Degree in Medicine |  | Application &  Pre-Employment checks |
| **Experience/Training (including research if appropriate)** | * In receipt of a training number | * Equality & Diversity Training * STC membership | Application & Interview |
| **Specific Skills and Knowledge** | * Knowledge of medical education | * Knowledge of the quality management process of medical education and how this links with training. | Application & Interview |
| **Personal Attributes** | * Interpersonal skills * Analytical skills * Decision making skills * Sound judgement * A member of the Protecting Vulnerable Groups Scheme (Disclosure Scotland) |  | Interview |