PERSON SPECIFICATION 2026

OBSTETRICS AND GYNAECOLOGY – ST3

ELIGIBILITY TO APPLY

Please make sure you meet all below eligibility criteria before applying.

QUALIFICATIONS

You must hold a Bachelor of Medicine, Bachelor of Surgery (BMBS, MBBS) degree or other equivalent medical qualification.

REGISTRATION & RIGHT TO WORK

You must:

- Be eligible to work in the UK.
- Hold full registration with the General Medical Council (GMC) at the time of application, **and** hold a current licence to practise on the date your post commences.
- Meet the standards set out in *Good Medical Practice*, and not be subject to fitness to practise conditions which would prevent you taking up the post or performing fully within it.

You **must not**

- Hold, nor be eligible to hold, a Certificate of Completion of Training (CCT) or Certificate of Eligibility for Specialist Registration (CESR) for this specialty, **nor**
- Already be eligible for the specialist register for this specialty.

CAREER HISTORY

You must be able to provide complete details of your employment history, including any gaps.

DISCLOSURE

- You must complete all sections of the application form fully and truthfully, in accordance with written guidelines.
- You must disclose in your application if you are subject to any ongoing fitness to practise proceedings or are subject to any fitness to practise conditions.
- **If you are currently in specialty training** and are applying to continue training in the same specialty in another region, you must obtain a Support for Application to another region form signed by the Training Programme Director/Head of School of your current Specialty Training Programme. This must confirm satisfactory progress and be submitted with your application.

- **If you have previously resigned, or been removed from, a training programme in any specialty**, you must obtain a Support for Reapplication to Specialty Training form signed by the Training Programme Director/Head of School and Postgraduate Dean from the region you previously undertook training in. This must be submitted with your application.

CAPABILITY/COMPETENCES AND EXPERIENCE FOR ST3 ENTRY

Capability/Competences

You must have evidence of achievement of ST1 and ST2 competences in Obstetrics and Gynaecology via one of the following methods:

- Current employment in a UK Obstetrics and Gynaecology training programme which leads to successful achievement of ST2 competences by the advertised post start date for the vacancy; **or**
- Successful achievement of ST1 and ST2 Obstetrics and Gynaecology competences at the time of application, evidenced by ARCP certificates submitted at the time of application; **or**
- A completed Alternative Certificate of ST1 and ST2 Obstetrics & Gynaecology competences. This must be submitted with your application.

Experience

You must have at least 24 months' experience (whole time equivalent) in Obstetrics and Gynaecology (not including Foundation modules) by the advertised post start date for the vacancy.

If you **wish to be considered for Locum Appointment for Training posts (where available)** you must have no more than 24 months experience in LAT posts in this specialty by the advertised post start date for the vacancy.

PROFESSIONAL EXAMINATIONS

Part 1 MRCOG by 'initial offers released by' date for the round.

SELECTION CRITERIA

ESSENTIAL SELECTION CRITERIA

Eligibility

- You meet all criteria specified in the Eligibility to Apply section above.

Clinical knowledge

- Interest in, and understanding of, the training programme.

Workplace skills

- Ability to work in multi-professional teams and supervise colleagues.
- Ability to lead, make decisions, organise and motivate other team members.
- Ability to manage/prioritise own and others' time effectively.
- Ability to work safely under pressure and deliver good clinical care in the face of uncertainty.
- Ability to monitor developing situations and anticipate issues.
- Good basic IT skills, including Microsoft Office, email, and ability to learn new systems.

Academic knowledge

- Understanding of research, including awareness of ethical issues.
- Understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety, and clinical quality improvement initiatives.
- Knowledge of evidence-informed practice.

Personal skills

- Commitment to personal and professional development.
- Ability to work on own initiative, demonstrating curiosity.
- Strong attention to detail, preparation and planning.
- Ability to communicate messages effectively to a range of audiences.
- Ability to negotiate and build positive professional relationships.
- Strong problem-solving skills, with a scientific approach to problem solving

Values:

- Understands, respects, and demonstrates the values of the NHS

Knowledge and experience

- Understanding of NHS management and resources.
- Experience of management.
- Experience of research.
- Experience of audit and quality improvement.
- Experience of teaching.

SPECIALTY SPECIFIC ESSENTIAL SELECTION CRITERIA

Clinical Experience & Knowledge

- Evidence of competence in basic and advanced life support as described in the present Foundation Programme curriculum. Local offices/Deaneries will have to be satisfied that the relevant competences will be achieved in advance of the commencement of the post.
- Demonstrate the competencies and capabilities equivalent to those gained through completion of Practical Skills course in Obstetrics and Gynaecology by time of appointment.

Academic Skills

- Experience of *active involvement* in quality improvement measures (clear description, outcomes and appropriate experience for level of application). This can include audit, guideline development, implementation of health policy, improved team working, leadership etc.

Personal Skills

- Capacity to take in others' perspectives and treat others with understanding.
- Contribution to teamwork (particularly within Obstetrics and Gynaecology/medicine).
- Relevant contribution to management within Obstetrics and Gynaecology (rotas, committees etc.).

Commitment to Specialty

- Demonstrates a realistic insight into a career in Obstetrics and Gynaecology as practiced in the UK.
- Awareness of own training needs.

SPECIALTY SPECIFIC DESIRABLE SELECTION CRITERIA

Qualifications

- BSc, BA or equivalent (not including intercalated BSc or 'Honorary' MA).
- Other relevant degrees or diplomas.
- MD or PhD (Note: will only be considered if awarded for defending a thesis. This equates to undertaking 2 to 3 years full time equivalent spent in research with minimal daytime clinical activity).
- Has passed MRCOG Part 1 within last 5 years.
- Has passed MRCOG Part 2 within last 5 years.

Clinical Experience & Knowledge

- Less than 60 months' experience in Obstetrics & Gynaecology ST level (not including foundation modules).
- Completion of formal obstetric skills/drills training course by time of appointment.
- Relevant experience in other specialties which would complement a career in Obstetrics and Gynaecology.
- Extracurricular activities/achievements relevant to Obstetrics and Gynaecology.

Academic Skills

- Evidence of academic prizes and honours at postgraduate level.
- Evidence of relevant peer-reviewed papers and other publications (e.g., book chapter, book editor, case report – not abstracts or letters).
- Presentations (oral or poster) at international, national or regional meetings – not local meeting.