**Assessment of the applicant's medical competences for position as medical specialist in the Central Denmark Region**

(The applicant is requested to fill in all spaces except those reserved for the medical assessors)

**Position**

|  |  |
| --- | --- |
| Hospital |  |
| Department |  |
| Position |  |
| Speciality |  |

Additionally, please see enclosed description of job and function.

**Applicant**

|  |  |
| --- | --- |
| Name |  |
| Age |  |
| Current employment |  |

**Medical Expert: Education**

|  |  |
| --- | --- |
|  | **Year** |
| Graduation as medical doctor |  |
| Medical specialist authorisation |  |
| Any further authorisation  |  |
| Comments (any further medical education etc.): |
| Sufficient: yes no if no, please explain: (to be filled in by medical assessors) |

**Medical Expert: Employment after medical specialist authorisation**

|  |  |
| --- | --- |
| Registrar |  |
| Specialty Registrar |  |
| Consultant |  |
| Other |  |
| Sufficient: yes no if no, please explain: (to be filled in by medical assessors) |

**Medical Expert: Specific competences**

|  |  |
| --- | --- |
| Specific medical competences relevant to the position: |  |
| Sufficient: yes no if no, please explain: (to be filled in by medical assessors) |

**Communicator**

|  |  |
| --- | --- |
| Courses and education |  |
| Practical experience |  |
| Sufficient: yes no if no, please explain: (to be filled in by medical assessors) |

**Collaborator**

|  |  |
| --- | --- |
| Courses and education |  |
| Practical experience |  |
| Sufficient: yes no if no, please explain: (to be filled in by medical assessors) |

**Manager/administrator/organiser**

|  |  |
| --- | --- |
| Courses and education |  |
| Practical experience |  |
| Sufficient: yes no if no, please explain: (to be filled in by medical assessors) |

**Health advocate**

|  |  |
| --- | --- |
| Courses and education |  |
| Practical experience |  |
| Sufficient: yes no if no, please explain: (to be completed by medical assessors) |

**Scholar: Teaching**

|  |  |
| --- | --- |
| Courses and education |  |
| Practical experience |  |
| Sufficient: yes no if no, please explain: (to be filled in by medical assessors) |

**Scholar: Research**

|  |  |
| --- | --- |
| Approved dissertation |  |
| Scientific employment |  |
| Publications | *Please see CV including list of publications*Comments: |
| Sufficient: yes no if no, please explain: (to be filled in by medical assessors) |

**Professional**

|  |  |
| --- | --- |
| Courses and education |  |
| Other |  |
| Sufficient: yes no if no, please explain: (to be filled in by medical assessors) |

**Overall assessment** (to be filled in by medical assessors)

|  |
| --- |
| Medically qualified: yes no conditionally qualified  |
| If conditionally qualified, please inform the hospital management of specific recommendations relevant to the description of job and function: |
| In no, please explain: |

**Medical assessor/assessors** (to be filled in by medical assessors)

|  |  |
| --- | --- |
| Title, name and place of employment | Date and signature |
|  |  |
|  |  |
|  |  |

**Presentation of the seven roles of the medical specialist to support the medical assessment of applicants**

*Medical expert*

**The medical specialist must have the required diagnostic and therapeutic skills to perform patient care at the highest professional level and continuously update and develop these skills.**

A valid Danish medical authorisation and a Danish medical specialist authorisation in a speciality relevant for the position are required for employment as a medical specialist. This must be documented in the application for the applicant to be eligible for the position.

In specific cases, particularly in positions with no responsibility for patient care, a medical doctor who is not authorised as a Danish medical specialist may be employed.

There are no general requirements for the duration of employment after achieving medical specialist authorisation. However, the applicant is normally required to have at least one year experience in a similar speciality function in order to be employed in a senior position involving responsibility for patient pathways (specialist consultant).

The description of job and function and the assessment of the applicant's qualifications must be as specific as possible and must e.g. include an account of on-call duty function, specific demands for surgical skills and experience etc.

*Communicator*

**The medical specialist must master an empathic and equal dialogue with patients/relatives and the other staff in the team of therapists.**

The description of the job and function may emphasise different aspects of this role in relation to the need of acute communication, communication in educational settings, doctor-patient communication in difficult conversations, inter-professional dialogue and other aspects of oral and written communication. It is the responsibility of the appointing authority to ensure that a medical specialist as a minimum communicates in understandable and clear Danish with patients and colleagues. Communicator skills are practiced through daily handling of tasks, but may also be promoted by participating in targeted courses.

*Collaborator*

**The medical specialist must be able to take part in a constructive dialogue with colleagues and other health professionals about planning and completion of daily tasks.**

The description of the job and function may emphasise different aspects of this role in relation to the need of cooperation in small or large teams, cooperation across specialities and professions, including the medical specialist's responsibility in inter-professional teams. It is the responsibility of the appointing authority to ensure that the medical specialist as a minimum is able and willing to enter into constructive cooperation with other members of the entire team concerning a patient pathway. It can be difficult to document qualifications within this area, but experience can be described, and the issue may also be discussed at an employment interview.

*Manager/administrator/organiser*

**The medical specialist must be able to manage inter-professional teams and ensure the efficient use of resources adjusted in accordance with the department objective for patient care, education and professional development.**

All medical specialists have managerial responsibilities in their daily work but the extent of this may vary from direct responsibility for the treatment of the individual patient to participation in the management responsible for specified patient pathways to management and staff responsibilities for a department. The external assessment of medical competences relates only to the medical responsibility in patient pathways.

Description of job and function as well as requirements to the applicant will obviously depend on the importance attached to management in the position in question. Competences may be obtained both by way of experience and supplementary education within management/administration.

*Health advocate*

**The medical specialist must identify and communicate knowledge about conditions affecting health status in the local community and in general.**

This competence is of particular importance in cases where the description of job and function states that the medical expert is responsible for or takes part in work involving e.g. patient schools, prevention projects, rehabilitation etc. For all medical specialists, there is focus on aspects of health promotion and disease prevention in patient pathways.

*Scholar/researcher/teacher*

**The medical specialist is obliged to undertake personal continuous education and training (lifelong learning). The medical specialist must critically assess medical information and medical practice, facilitate learning among patients, colleagues and others as well as contribute to the development of new knowledge.**

Competences within the role of the scholar naturally constitute a considerable part of the description of job and function and is considered of major importance when filling positions at a university hospital and positions involving responsibility for research and education. It is, however, a requirement that the work of all medical specialists is evidence-based. Often, documentation will consist of list of publications, documentation for acquired academic degree, accounts of teaching experience, previous responsibility for education and supplementary educational training. Requirements for submission of publications should appear from the job advertisement. The appointing authority is required to ensure that assessors, who are part of the recruiting, are capable of a professional assessment of the documentation submitted.

*Professional*

**The medical specialist must deliver high quality treatment with integrity, honesty and empathy. In addition, the specialist must display suitable personal and inter-human professional behaviour and practice the profession in ethical compliance with Danish legislation and ethical rules for Danish doctors.**

Often it will be difficult in a description of job and function and a job application to be specific about the role of the professional but the role and the expectations for this role may be elaborated on during an employment interview.