# Post Dental Core Training Fellowship

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| **ESSENTIAL CRITERIA** | **WHEN EVALUATEDi** |
| **Qualifications**Applicants must have BDS or equivalent dental qualification | Application form |
| **Eligibility*** Be fully registered with GDC by time of commencementii
* Applicants must be eligible to work in the UK
* Applicants must provide evidence of
	+ Successful completion of Dental Core Training Year 3 (i.e.; outcome 1) or equivalentiii by time of post commencement
* Applicants must not have previously held a post dental core training fellowship / DCT4 position
* Applicants must have at least 48 months postgraduate clinical experience post-graduationiv
* Applicants must be eligible for inclusion on the dental list in Scotland for posts based wholly or partially in Primary Carev
* Applicants must provide evidence of ability to arrange transport to meet the requirements of the postvi
 | Application form, Selection centrevii |
| **Fitness to practice**Is up to date and fit to practice safely and is aware of own training needs.Satisfactory Disclosure Scotland (PVG) check in Scotland | Application form, references |

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| **Language skillsviii**Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues, as assessed by the General Dental Council. | Application form, Selection centre |
| **Health**Applicants must meet professional health requirements (in line with GDC standards). | Application form, pre-employment health screening |
| **Career progression**Applicants must:* Be able to provide complete details of their employment history
* Have evidence that their career progression is consistent with their personal circumstances
* Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training
* Have completed DCT1, DCT2 and DCT3 training (a minimum of 10 months at DCT3) , or equivalence
 | Application form Selection centre |

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| **Application completion**ALL sections of application form completed FULLY according to written guidelines. | Application form |

# SELECTION CRITERIA

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| **ESSENTIAL CRITERIA** | **DESIRABLE CRITERIA** | **WHEN EVALUATED** |
| **Clinical skills: clinical knowledge & expertise** | Application form, Selection centre, References |
| **\***Capacity to apply sound clinical knowledge and awareness to full investigation of problems\*Capable of conducting operative procedures**\***Personal involvement in clinical governance including clinical audit or significant event analysis**\***Understand the principles and relevance of clinical research | Enthusiasm for participation in research |
| **Personal Skills Communication skills:*** Effective oral and written communication skills
* Capacity to adjust behaviour and language as appropriate to needs of differing situations

**Conceptual thinking and problem solving:*** Capacity to think beyond the obvious, with analytical and flexible mind

**Empathy and sensitivity:*** Capacity and motivation to take in others’ perspectives and to treat others with understanding
* Demonstrates an understanding of a patient centred approach

**Teamwork and leadership:*** Capacity to work effectively in partnership with others as part of a multi-disciplinary team
* Evidence of leadership

**Organisation and planning:*** Demonstrates effective organisational skills, including ability to plan and prioritise own workload to meet deadlines

**IT skills:*** Good use of IT systems and packages
 |  | Application form, Selection centre, References |

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| **Coping with pressure:*** Capacity to know own limitations and be prepared to seek advice
* Potential to cope with stressful situations and undertake responsibility

**Values:*** Understands, respects and demonstrates the following values: everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion)
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**Selection Criteria (ctd.)**

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| **ESSENTIAL CRITERIA** | **DESIRABLE CRITERIA** | **WHEN EVALUATED** |
| **Probity – professional integrity** | Application form, Selection centre, references |
| * Capacity to take responsibility for own actions
* Demonstrate respect for all
* Able to demonstrate professional attitude
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| **Commitment to learning and personal development** | Application form Selection centre References |
| * Commitment to prospective training post and demonstrates insight into the structure and benefits of Dental Core Training
* Capacity and motivation to learn from experience and constantly update skills/knowledge
* Evidence of teaching experience
 | * Working towards or already obtained postgraduate qualifications (MFDS, MJDF or equivalent)
* Portfolio containing evidence of progression and development of clinical skills and professional development
* Interim Review of Competency Progression outcome
* Publications
* Enthusiasm for teaching; exposure to different group/teaching methods
* Presentations
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i ‘When evaluated’ is indicative, but may be carried out at any time throughout the selection process.

ii Refers to the date at which the post commences.

iii For details of UK Dental Core Training equivalence, please see Dental Core Training Applicant Guide

iv This includes any clinical experience or training in dental public health, oral pathology etc) by time of post commencement

v Essential for all DCT training posts based in Primary Care setting and desirable for all other posts.

vi Many DCT posts require the post holder to travel between different hospital/clinic sites within a working day. The post description for each post will describe where this is applicable.

vii Selection centre’ refers to a process, not a place. It involves a number of selection activities which may be delivered within the unit of application.

viii The language skills requirements for DCT recruitment are based on those required for GDC registration.