MAHSE

Manchester Academy for Healthcare Scientist Education

Application Process: Scientist Training Programme

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Cardiac, Critical Care, Vascular, Respiratory and Sleep Sciences.
Manchester Met University / University Hospital South Manchester

MANCHESTER 1824 The University of Manchester

Manchester Metropolitan University

UNIVERSITY OF LIVERPOOL

University of Salford MANCHESTER

The Programme

- 3 year training:
  - Clinical (work based) and academic (HEI based)
- Aim to attract, select and retain the best calibre Clinical Scientists.
- Heavily competitive.
- Great opportunity:
  - (i.e. Full time paid NHS position 3 years and MSc degree).

Job Advert

National School of Healthcare Science

NHS
Health Education England

Trainee Clinical Scientists

Exciting opportunities to use your science degree for patient and public benefit

Salary c. £25, 000 plus location allowance where applicable, 3 year, full time training

Healthcare science is one of the most exciting and dynamic areas to work in. Join a unique team who are inspired to apply their exceptional scientific knowledge and skills to the prevention, diagnosis and treatment of disease and the rehabilitation of patients.

Excellent training opportunities are offered within this national postgraduate training programme located in hospitals and health services throughout England. This is a three-year postgraduate programme and successful candidates will be employed by an NHS trust or other healthcare provider for the duration of their training. Trainees are also enrolled for a fully funded part time vocational master's degree in their chosen specialism.

Posts are due to commence Sept 2017

Generic Job Description

National School of Healthcare Science

NHS Health Education England

Modernising Scientific Careers
Generic job description – Trainee Healthcare Scientist *{Pathway}*

Name of designated organisation:	*{xxxxxxx}*
Location:	Based in host training department with regular travel to academic institution and rotation into hospitals usually local to host department for completion of curriculum and learning outcomes.
Job title:	Trainee Healthcare Scientist *{pathway}*
Grade:	Agenda for Change Band 6
Responsible to:	Designated Training Coordinator/Officer
Accountable to:	Head of Department
Tenure:	3 years fixed term (supernumerary)
Hours of work:	37.5 hours per week
Liaises with:	Liaises with other technical and scientific staff of department/section, and other Trainee Healthcare Scientists across a wide range of departments.
Key working relationships:	The trainee will work closely with the training coordinator/officer and more senior members of staff to follow the curriculum for the MSC Scientist Training Programme. The trainee will work in specified areas of the department and be responsible to the Designated Training Coordinator/Officer for their own work and progression through the scheme. All trainees will be expected to travel to national academic and other courses regularly throughout their training - in some cases this may involve overnight and/or residential stays. Trainees will undertake a master's degree course at a designated academic institution specific for the training pathway. Trainees will be expected to rotate both through the host department, as well as through other local/regional/national scientific services, in order to complete the required pathway work based curricula. Trainees will be a part of a national training programme and will be registered with the National School of Healthcare Science based in the West Midlands Multi-professional Workforce Deanery.

Points to consider:

- READ IT!
  - Understand the role
  - Direct working relationships
  - Terms of service
  - NHS Pension scheme
  - Staff benefits
- This will assist you with your application.

Core Person Specification: What are we looking for?

National School of Healthcare Science

NHS
Health Education England

Core person specification for STP 2017

	CORE PERSON SPECIFICATION FOR STP	ASSESS BY
QUALIFICATIONS	Applicants must have an honours degree (1st or 2.1) in a pure or applied science relevant to the specialism for which they are applying. Applicants with a relevant 2.2 degree will also be considered if they have an MSc or PhD in the specialism for which they are applying. For all candidates evidence of research experience, e.g. in the form of a higher degree or equivalent evidence of scientific and academic capability, is considered desirable.	A

SCIENTIFIC SKILLS Demonstrated in a work or study context	environment.	
	Ability to design research investigations and experiments. Ability to analyse and assess scientific, technical and medical literature. Ability to make judgements, including clinical judgements involving facts or situations that impact on patients.	A & I
	Have an understanding of quality control and management assurance in a science or work based context.	A & I
	Ability to develop proficiency in the performance of routine and complex techniques currently in use where they are training (ability to follow Standard Operating Procedures accurately) and the ability to develop and validate new techniques.	A & I
	Able to identify problems associated with scientific equipment, inappropriate testing, incompatible results and to investigate these, plan corrective action confirming appropriateness with senior colleagues and follow up. (Ability to use, maintain and troubleshoot scientific equipment.)	I
	Has an understanding of the role of their chosen specialism in healthcare and disease and its application in a healthcare setting.	A & I
	Good IT skills and knowledge of common computing packages for word processing, spreadsheets, presentation packages and databases.	A &
	Ability to analyse complex information comprising laboratory or workshop data, images and clinical details. Knowledge acquired through study and experience to formulate appropriate advice and judgements.	A & I

Find out about and observe the role of a Clinical Scientist in your particular area of interest.

TRANSFERABLE SKILLS Demonstrated in study, work or non-work contexts	Excellent interpersonal and communication skills, both writing and speaking in English language in order to: • explain analytical, scientific and clinical aspects of the work to a variety of people including scientific colleagues, clinical professionals, service managers and patients and to listen to their needs. • make formal presentations to groups of colleagues.	A & I
	Good active listening skills to build rapport with listener to encourage an open discussion.	A & I
	Self-aware and flexible enough to adopt a range of evaluative or empathising listening styles according to the needs of the listener and the situation.	A, I & R
	Ability to work autonomously in the planning and execution of their own work and under the guidance of their Departmental Supervisors. Flexibility to acquire the skills to organise, plan and monitor the workload of others.	A & I
	Demonstrable ability to lead others.	A & I
	Under guidance develops good interpretative skills in the formulation of advice to multi-disciplinary team members on diagnosis and appropriate treatment of patients.	A & I
	Good personal organisational skills	R
	Effective team worker, willing to adopt a role working in collaboration with others.	R
	Ability to handle patient samples, hazardous reagents and chemicals in a safe manner in accordance with Health and Safety regulations.	A & I
	Ability to support patients (or their carers) including those with a range of acute or chronic clinical conditions and disabilities in a variety of healthcare settings.	I
	Ability to work under pressure (emotional resilience and ability to prioritise and plan work).	R

Common sense to read this carefully.

Find out what your attributes should be.

Evidence them in the application process.

https://youtu.be/LJsIQuhn1zs

Mode of entry

- Direct entry:
  - Full time, three years, fixed term salaried NHS contract
- In-service training:
  - Local commissioning and national recruitment. Already employed within the NHS and nominated by current employer.

What is a relevant degree?

Life Sciences: biomedical sciences, biology, microbiology, genetics or biochemistry.

Genomic Counselling, formerly Genetic Counselling: one of the biological or equivalent sciences, nursing or psychology. If your degree did not include a genetics module, we would advise you to have completed a short course in genetics.

Clinical Bioinformatics - maths (at least A level standard)

Clinical Bioinformatics (Genomics) - genetics, biology, computer science, health informatics (degree courses with significant IT content or equivalent).

Clinical Bioinformatics (Health Informatics) - genetics, biology, computer science, health informatics (degree courses with significant IT content or equivalent).

Clinical Bioinformatics (Physical Sciences) - computer science, scientific, engineering or maths (that contains a significant level of mathematical and computer programming knowledge and skills).

Clinical Pharmaceutical Science - chemistry, life/biological sciences which are chemistry related (e.g. biochemistry or pharmacology), pharmaceutical sciences or pharmacy. Applicants do not require a pharmacy degree but this specialism is open to those with a pharmacy qualification.

Physiological Sciences - physiology, pure or applied physics, engineering, biology or human biology.

Clinical Engineering - pure or applied physics, engineering and applied mathematics. A relevant engineering degree is one whose content would satisfy the majority of the Engineering Council's requirements as stated in their guidelines under 'Bachelors (Honours) Degrees accredited as partially meeting the educational requirements for CEng'

Medical Physics - a degree that contains a high level of physics and whose content would satisfy the majority of the Institute of Physics requirements as stated in their guidelines. The Institute also publishes a register of accredited courses.

Application process

- Opens January 2017…… (we will email you when it opens)

Complete the online application

Specify preferred post location and identify required specialism(s)

What questions will I answer?

- Aptitude test (practise as much as possible)
- Previous questions:

  - Your motivation and commitment to the training programme.
    - 200 words, why have you applied?, what is your motivation?, what will you gain in terms of career development?
  - Your passion for science and technology.
    - How do you seek to implement constant improvement and innovation in your work studies?
  - Values and behaviours.
    - Two values that are most important to deliver high-quality, safe and effective care to people – give examples of when you displayed these values.

Previous questions cont...

- Team working and leadership.
  - Working within a team but also influencing the outcomes, please show how you are a high achieving individual.
- Your knowledge of HCS and this training scheme.
  - What do you know about HCS and the fundamentals of the training scheme?

What are we looking for?

- Correct entry qualifications
- Aptitude
- Understands the specialist discipline
- Understands the role of a HCS
- Potential leader
- Researcher / innovator
- The NHS and its constitution
- Teamwork

Interview Process

- If shortlisted guaranteed and interview
- Birmingham between March and May 2017
- Checked required documents to bring
- Arrive on time
- Dress and act appropriately
- Format
- Who will interview me?
- Outcome and detailed feedback via Oriel

The Interview example..

https://youtu.be/Q0GCXrr-zCk

Questions likely related to:

Station	Area Covered
	General aptitude for science and understanding of scientific services in society
	Specialism specific questions to assess scientific knowledge and skill
	Values and Behaviour
	Leadership and Management with a focus on potential

NSHCS National School of Healthcare Science

NHS Health Education England

What applicants can expect at interview (if invited to interview)

The National School of Healthcare Science is committed to delivering interviews to a high and professional standard.

Processes

Interviews are run in accordance with set processes. All interviews are designed to be fair, equitable and transparent and all processes will be applied consistently.

Venues

National School of Healthcare Science uses a range of venues to host interviews. While care is taken to ensure a quiet environment for interviews, unexpected noise can occur and for large scale recruitment, applicants are advised to be prepared for a certain amount of low-level bustle and noise. Applicants who have a hearing impairment are asked to contact **hcsapplicants@wm.hee.nhs.uk** a minimum of 10 working days prior to interview to make this known – hearing loops may be available. Any additional requirements such as sign language support must be arranged by the applicant themselves however the National School of Healthcare Science will be able to offer support and guidance on this where required. Applicants with questions regarding access to the interview venue are also asked to contact the email address above, a minimum of 10 working days prior to interview. Signs will be displayed at the interview venues to assist applicants in finding their way. Applicants should ask National School of Healthcare Science staff for assistance should they have difficulty finding their way within the venue.

Should applicants experience an issue to do with the venue on the day of interview, they are asked to speak to the on duty senior manager from the National School of Healthcare Science who will be present at the interviews on the day.

STP sub preferences (locations/employers)

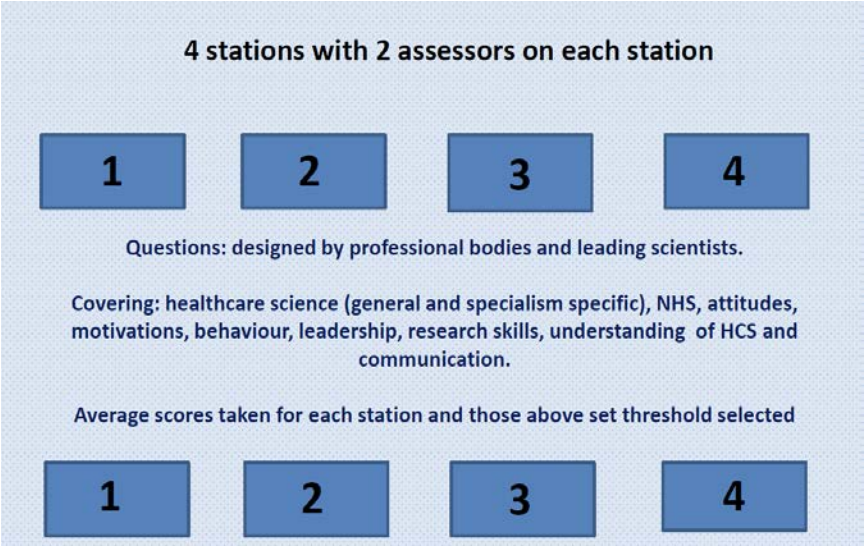
Applicants who are invited to interview and those applicants that receive a status and email of SHORTLIST RESERVE will be asked to log back into the online application portal to choose their sub preferences. Sub preferences are defined as location/employers. Information about available posts can be viewed by accessing the following link under the heading "Post Information"; http://www.nshcs.org.uk/stp-recruitment

Interview cont...

Interview Process

The structure of the interviews is as outlined below:

- 2 – 4 streams (a stream is defined as a set of four stations and each applicant will go through one set of four stations) for simultaneous interviewing
- 4 interview stations per stream
- 2 interviewers per station (there may be an occasion due to unforeseen interviewer panel availability on the interview day, that an interview panel maybe comprised of one panel member)
- Applicants seen in groups of 4 with one applicant per station
- 10 minute interviews (with a 2 minute break per interview station) and applicants rotate until they have been seen at all stations (40 minutes in total for the interview stations)
- Panel are given a 2 minute warning before each interview ends
- Each panel member scores independently
- Applicants will be scored between 1– 5 and in whole numbers. Applicants will receive two scores from each interviewer; a total station score and communication skills score which will be weighted.
- If an interviewer score a 1 or a 2 for either the station or communication skills, this could be subject to **further review** and as a result may not necessarily result in a conditional offer, even if the applicant has a high enough total score that would have otherwise been ranked high enough to have received a conditional offer. If two interviewers score a 1 for the station or communication skills, the applicant will be deemed un-appointable and hence will not receive a conditional offer.
- All interviews will be supported by a dedicated team who will coordinate the movement of the applicants through the streams and will collect and collate the interview scores from the panels.



GOOD LUCK