WCAT PERSON SPECIFICATION

This person specification should be used in conjunction with the relevant Clinical Specialty person specification for assessment of clinical competences.

	ESSENTIAL	DESIRABLE	WHEN EVALUATED
ELIGIBILITY	• Evidence of achievement of Foundation competences or equivalent. • Evidence of successful progress in clinical training in a Deanery approved Specialty/Core Training Programme. Evidenced through a successful ARCP. • Evidence of clinical suitability for chosen clinical specialty at the point of entry onto WCAT. Evidenced through a place on a Deanery approved training programme or subsequent evidence of appointability **	• Evidence of commitment to specialty • Intercalated honours degree and/or additional qualifications e.g. MSc etc • Completion of Academic Foundation Programme or equivalent	Application form
KNOWLEDGE & ACHIEVEMENTS	• Demonstration of acquisition of the level of knowledge and skills necessary for the achievement of Foundation and clinical (matched to the entry level) competencies or equivalent • Demonstration of understanding of, and commitment to, an academic career • Demonstration of the potential for scientific independence and the ability to lead a research team	• Prizes, Awards, Fellowships, Grants or Distinctions • Presentation of work at a national or international meeting • Significant publications in peer reviewed journals	Application Form and Interview
EDUCATIONAL & PERSONAL ASPECTS	• Demonstration of understanding and commitment to academic career • Demonstration of a clear clinical academic career vision		Application Form and Interview

*** Those residents who, at the time of application to the WCAT scheme, do not hold a National Training Number or a place on a Core Training Programme in their chosen specialty (i.e LAS, FTSTA, LAT, Foundation), will, if successful, be issued with a conditional offer subject to the resident being deemed appointable to their chosen specialty by reaching the nationally agreed requirement via a subsequent clinical interview. Such residents will be expected to apply for clinical training programmes at the same time as or immediately after the WCAT posts have been advertised.*

These conditional offers will remain valid until the first round of national recruitment for the clinical specialty has been completed or the commencement of the WCAT posts. Residents should familiarise themselves with national recruitment round timeframes. If, by August 2027, the resident has failed to provide the required evidence (ranking information from the Oriel application system or Deanery approved training programme of at least 2 years in duration for the clinical specialty) that they are appointable via national selection, then the offer will be revoked.