

Person specification for Specialist doctors working in Clinical Oncology

Guidance developed by the Royal College of Radiologists (RCR) drawing on national guidance for Specialist doctors, with examples of evidence that may be used to demonstrate essential and desirable criteria.^{1,2,3}

Domain	Essential	Desirable	Evidence (examples)
Professional values and behaviours, skills and knowledge	✓ Full registration and a License to Practise with the General Medical Council (GMC)⁴ ✓ Minimum of 12 years' medical experience since primary medical qualification (10 years in Scotland)^{5,6,7,8} ✓ Minimum of six years as Specialty and Associate Specialist (SAS) grade or equivalent in Clinical Oncology ✓ Acts in accordance with the professional values and behaviours set out in the GMCs <i>Good medical practice</i>⁹ ✓ Adheres to professional requirements of annual appraisal, job planning and reviews of performance and progression ✓ Proven ability to manage patients with complex needs while recognising personal limitations ✓ Provides safe and effective care for critically ill patients, seeking specialist support where appropriate ✓ Communicates effectively with patients, relatives and carers, placing them at the centre of the care pathway ✓ Works collaboratively to build effective relationships across multidisciplinary teams ✓ Raises concerns appropriately and challenges constructively where required to maintain patient safety ✓ Demonstrates insight into their own leadership style and its impact on colleagues and team functioning. ✓ Critically reflects on decision-making and articulates reasoning clearly to others	✓ Previous experience working in the NHS ✓ Possession of a relevant post-graduate professional qualification (e.g. Fellowship of the RCR (FRCR) or an equivalent recognised qualification)	✓ CV ✓ Relevant higher qualifications ✓ Job plan ✓ Annual appraisal documentation (including supporting evidence from appraisal reviews) ✓ Educational or professional portfolio (e.g. Radiology Integrated Self-Review (RISR)) ✓ Evidence of autonomous practice sign off (generic/ bespoke sign off agreed locally) within the relevant subspecialty^{2,3} ✓ Logbook or equivalent supporting evidence ✓ Continuing Professional Development (CPD) logbook (e.g. RCR CPD diary) and evidence of relevant courses attended (if applicable) ✓ Workplace-Based Assessments (WPBAs) ✓ Patient and colleague feedback (including 360-degree feedback or multi-source feedback (MSF)) ✓ Reflective practice evidence ✓ Interview (where applicable)

Domain	Essential	Desirable	Evidence (examples)
	Capabilities in Practice (CiP) Level 4¹⁰ ✓ Understands the scientific principles underpinning malignancy to support the provision of evidence based and safe patient treatment ✓ Provides ongoing management of treatment toxicity, the deteriorating patient and end of life care ✓ Delivers care that respects the holistic needs of patients, including those who are vulnerable ✓ Safe and effective use of systemic anti-cancer therapy (SACT) in radical, neoadjuvant, adjuvant and palliative settings (where applicable), including management of toxicities ✓ Supports holistic management and advocacy for patients, including survivorship care, management of late effects and lifestyle advice ✓ Competent radiological interpretation to guide radiotherapy planning ✓ Safely manages concurrent radiotherapy delivery with SACT (where applicable) ✓ Safely utilises palliative radiotherapy	CiP Level 3¹¹ ✓ Experience in chairing multidisciplinary team (MDT) meetings ✓ Experience of managing oncological emergencies e.g. metastatic spinal cord compression (MSCC) ✓ Safely manages patients receiving radioisotope therapy in accordance with Ionising Radiation (Medical Exposure) Regulations (IR(ME)R)^{12,13} ✓ Safely manages patients undergoing brachytherapy, including recognition and management of complications ✓ Participation in clinical trials, guideline development and protocol development ✓ Experience of working within an Acute Oncology Service (AOS)	✓ Annual appraisal documents ✓ Job plan ✓ FRCR or equivalent recognised qualification ✓ WPBAs ✓ Patient and colleague feedback (including 360-degree or MSF) ✓ Interview (where appropriate) ✓ Relevant higher qualifications ✓ Reflective practice evidence ✓ Educational or professional portfolio (e.g. RISR) ✓ Logbook or equivalent supporting evidence ✓ CPD logbook (e.g. RCR CPD diary) and evidence of courses attended (if applicable) ✓ Other relevant specialty-specific evidence (for example Site-Specific Group contributions)¹
Leadership and teamworking	✓ Ability to work effectively as part of and where appropriate lead an MDT ✓ Understands own leadership style and its impact on colleagues and team functioning ✓ Ability to challenge others constructively and escalate concerns where necessary to support patient safety and team effectiveness ✓ Demonstrates reflective practice in relation to decision-making	✓ Evidence of engagement in training related to leadership, management, teamworking or human factors	✓ Annual appraisal documentation ✓ Patient and colleague feedback (including 360-degree or MSF) ✓ Job plan and rota ✓ Educational or professional portfolio (e.g. RISR) ✓ WPBAs ✓ CPD record relating to leadership activities and relevant courses attended (e.g. RCR CPD diary) ✓ Interview

Domain	Essential	Desirable	Evidence (examples)
Patient safety and quality improvement	✓ Delivers a high standard of safe patient care, including appropriate incident reporting ✓ Works collaboratively with hospital teams and the wider MDT to manage risk and promote patient safety ✓ Demonstrates understanding of clinical governance systems, morbidity and mortality (M&M) review meetings and awareness of national targets (e.g. two week wait pathway) ✓ Engages in local audit and Quality Improvement (QI) activities ✓ Demonstrates understanding of IR(ME)R and its implications for patient safety^{12,13}	✓ Engage with local audit and QI projects ✓ Participates in regional or national QI initiatives ✓ Implements evidence-based improvements in patient care (Standards of Care) ✓ Undertakes training in QI methodology.	✓ QI projects and completed audits ✓ Examples of change management, guideline development or review ✓ Training in human factors ✓ Reflective learning from critical incidents ✓ Documentation from M&M meetings, including learning outcomes and minutes ✓ Evidence of training in IR(ME)R^{12,13} ✓ Annual appraisal documentation (including supporting evidence from appraisal reviews) ✓ Educational or professional portfolio (e.g. RISR) ✓ Statutory and mandatory training records ✓ Evidence of relevant subspecialty examination component (e.g. Part 1 FRCR Physics)
Safeguarding	✓ Demonstrates awareness of relevant organisational safeguarding policies and procedures ✓ Demonstrates awareness of Equality, Diversity and Inclusion (EDI) legislation and local policies as they relate to patient care		✓ Annual appraisal documentation (including supporting evidence from appraisal reviews) ✓ Educational or professional portfolio (e.g. RISR) ✓ Safeguarding mandatory training) ✓ EDI training
Education and training	✓ Demonstrates awareness of different learning styles in self and others ✓ Creates effective learning opportunities for medical staff, allied health professionals and students	✓ Plans and delivers effective teaching and training activities ✓ Formal educational qualification ✓ Contributes to the development of educational or training resources	✓ Examples of teaching and training delivered at local, regional and national level ✓ Annual appraisal documentation (including supporting evidence from appraisal reviews)

Domain	Essential	Desirable	Evidence (examples)
			✓ Educational or professional portfolio (e.g. RISR) ✓ Relevant courses and qualifications e.g. PGCert in Medical Education and college accredited courses
Research and scholarship	✓ Uses clinical guidelines appropriately (e.g. Standards of Care / Standard Operating Procedures (SOPs)) ✓ Use evidence-based medicine to inform shared decision making with patients	✓ Participation in clinical trials or research projects ✓ Publications, presentations or posters ✓ Supports any research activities being undertaken within the Trust as required ✓ Keeps up to date with National Institute for Health and Care Research (NIHR) Good Clinical Practice (GCP)	✓ NIHR Associate PI scheme ✓ Publications and posters ✓ Annual appraisal documentation (including supporting evidence from appraisal reviews) ✓ Educational or professional portfolio (e.g. RISR) ✓ CPD logbook (e.g. RCR CPD diary) ✓ Mandatory training ✓ GCP training certificate

Useful resources

NHS Employers. *Terms and conditions and resources for the SAS contract 2021*. 18 March 2021. Available at: <https://www.nhsemployers.org/articles/terms-and-conditions-and-resources-sas-contract-2021> (accessed March 2026).

NHS Employers. *Generic capabilities framework for new specialist grade*. September 2022. Available at: <https://www.nhsemployers.org/system/files/2022-09/Generic-capabilities-framework-for-new-specialist-grade.pdf> (accessed March 2026).

NHS Employers. *Specialist grade person specification template*. September 2022. Available at: <https://www.nhsemployers.org/system/files/2022-09/Specialist-grade-person-specification-template.docx> (accessed March 2026).

NHS Employers. *Specialist grade template for collating entry criteria evidence*. Available at: https://www.nhsemployers.org/system/files/media/Specialist-grade-template-collating-entry-criteria-evidence_0.docx (accessed March 2026).

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British Medical Association. *The establishment and introduction of the specialist role in England*. October 2024. Available at: <https://www.bma.org.uk/media/ymb13wr3/bma-guidance-the-establishment-introduction-specialist-role-england.pdf>

British Medical Association. *Role comparison table: SAS, specialist and consultant roles*. Available at: <https://www.bma.org.uk/media/emrn1fmy/bma-role-comparison-table.pdf> (accessed March 2026).

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- 2 British Medical Association. *The establishment and introduction of the specialist role in England — Guidance*. October 2024. Available at: <https://www.bma.org.uk/media/ymb13wr3/bma-guidance-the-establishment-introduction-specialist-role-england.pdf> (accessed January 2026).
- 3 NHS Employers. *Generic capabilities framework for new specialist grade*. September 2022. Available at: <https://www.nhsemployers.org/system/files/2022-09/Generic-capabilities-framework-for-new-specialist-grade.pdf> (accessed January 2026).
- 4 General Medical Council. *The licence to practise*. Available at: <https://www.gmc-uk.org/registration-and-licensing/our-registers/a-guide-to-our-registers/the-licence-to-practise> (accessed 16 February 2026).
- 5 NHS Employers. *Specialist Terms and Conditions of Service June 2022*. Available at: <https://www.nhsemployers.org/system/files/2022-06/Specialist-terms-and-conditions-June-2022.pdf> (accessed Jan 2026).
- 6 NHS Confederation / NHS Wales Employers. *Specialty, Specialist and Associate Specialist (SAS) Doctors – Wales 2021 Contract Terms and Conditions*. NHS Confederation website. Available at: <https://www.nhsconfed.org/wales/nhs-wales-employers/medical-and-dental-w-pay-terms-and-conditions-service/specialty> (accessed Jan 2026).
- 7 Management Steering Group / BMA Scotland. *Terms and Conditions of Service: Specialty Doctor (Scotland)*. 28 October 2022. Available at: https://www.msg.scot.nhs.uk/wp-content/uploads/FINAL_SAS-Specialty-Doctor-Contract_28-Oct-2022-1.pdf (accessed March 2026).
- 8 Department of Health Northern Ireland. *SAS 2021 Contract Documentation and Guidance*. 20 Jul 2021. Northern Ireland Government website. Available at: <https://www.northernireland.gov.uk/publications/sas-2021-contract-documentation-and-guidance> (accessed Jan 2026).
- 9 General Medical Council. *Good medical practice*. Available at: <https://www.gmc-uk.org/professional-standards/the-professional-standards/good-medical-practice> (accessed 16 February 2026).
- 10 Royal College of Radiologists. *Clinical Oncology Specialty Training Curriculum — Capabilities in Practice levels 4*. Updated 31 May 2023. Available at: <https://www.rcr.ac.uk/media/rwdbvizk/rcr-curriculum-clinical-oncology-updated-31-may-2023.pdf> (accessed Jan 2026).
- 11 Royal College of Radiologists. *Clinical Oncology Specialty Training Curriculum — Capabilities in Practice levels 3*. Updated 31 May 2023 (Capability in Practice (CiP) levels and descriptors within the CiP framework). Available at: <https://www.rcr.ac.uk/media/rwdbvizk/rcr-curriculum-clinical-oncology-updated-31-may-2023.pdf> (accessed Jan 2026).
- 12 Department of Health and Social Care. *Guidance to the Ionising Radiation (Medical Exposure) Regulations 2017 (updated September 2024)*. Available at: <https://www.gov.uk/government/publications/ionising-radiation-medical-exposure-regulations-2017-guidance> (accessed January 2026).
- 13 UK Government. *The Ionising Radiation (Medical Exposure) (Amendment) Regulations 2024 (SI 2024/896)*. Available at: <https://www.legislation.gov.uk/uk/si/2024/896/made> (accessed January 2026).