Preparing to be a Consultant

Dr Sue Crossland
Consultant preparation

• 5 steps to consider
  – What can I do now?
  – What type of job do I want?
  – Preparing for applications
  – Applying for a job
  – The interview
What can I do now?

- Think about being a consultant now
- Service Improvement
- Management Committees
- Mentoring
- Buff your CV

“No matter how busy I am, I’m never too busy to stop and complain about how busy I am.”
What kind of job?
Preparation

• Get your CV ready
  – Get it reviewed by a consultant who has done lots of interviewing
  – Consider the three main parts of your CV
    • Main Specialty
    • Sub-specialty/specialist skill
    • Additional skills
Applying

• Be serious
• Look at the Job Description
• Look at the Personal Spec
• Discuss with family
• Make a list of questions and ask them!
Visiting

• This is a **must**
• Gives **you** the chance to ‘interview’
• Some Trusts do not allow a ‘pre shortlisting’ visit but...
• See the right people
The Interview
The Panel

- Chairperson (Lay, often non-exec)
- Medical Director
- College Representative
- CEO or Deputy
- Specialty Lead
- Other Consultant(s)
- Clinical Director
The Interview Panel
Top Tips

• Do not waffle
• Eye Contact and Body Language
• Carefully consider controversial questions
  – No-one likes fence sitters
  – No-one likes extreme views
  – Beware panel members with agendas!
Presentation

• Know your subject (and place!)
• Don’t use slides as notes
• The rule of Fours
• The rule of Threes
  – Just do it!
CAMP

• Clinical
• Academic
• Management
• Personal

– Three points each is enough!
STAR

- Situation
- Task
- Action
- Reflection
SPIES

• Seek Information
• Patient Safety
• Initiative
• Escalate
• Support
Likely topics

• Governance (data and clinical)
• Strengths and weaknesses
• Team Playing and Leadership
• Future Hospitals
• CQUIN and Best Practice Tariffs