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Employability Skills Report	3
Introduction	3
Selected Job Role	4
Job description	4
Person specification	4
Employability Skills Required	5
Communication and interpersonal skills	5
Teamwork and multidisciplinary working	5
Empathy and person-centred care	6
Organisation, prioritisation and time management	6
Problem-solving and decision-making	7
Emotional resilience and professionalism	7
Evaluation of My Current Skills	8
Experience, Qualifications and Current Development	9
Personal Brand and Professional Identity	10
Networking and Employment	11
Action Plan and Five-Year Timeline	11
Conclusion	12
Reference List	13

Employability Skills Report

Introduction

This report examines the employability skills required for a future career as a **Bank Medical Locum Doctor FY2–ST3+** at the Royal Free London NHS Foundation Trust. I selected this position because it represents a realistic future role after completing medical training and gaining experience as a foundation doctor. It also reflects my long-term ambition to become a compassionate, safe and evidence-based doctor who works effectively with patients, relatives and multidisciplinary teams.

The vacancy is for doctors working on a bank basis across several specialties, including anaesthetics, accident and emergency, general medicine, obstetrics and gynaecology, orthopaedics, paediatrics and general surgery. The role involves working on an “as and when” basis, meaning that there are no guaranteed hours and doctors may be offered individual shifts or extended temporary posts (Royal Free London NHS Foundation Trust, 2026). Applicants must have at least six months’ experience as a doctor in an NHS setting, full registration with the General Medical Council (GMC) and the appropriate competencies to complete the duties required.

The report analyses the personal employability skills required for the role, evaluates my current skills and identifies areas for improvement. It also considers how I can build my personal brand, promote my professional identity and develop a professional network. Finally, it presents an action plan and five-year timeline for developing the qualifications, experience and skills needed to achieve this career goal.

The selected job role

The selected position is **Bank Medical Locum Doctor FY2–ST3+** at the Royal Free London NHS Foundation Trust. This is a flexible medical role available to doctors at different grades and across various specialties. The doctor may work evening, weekend and on-call shifts and could be placed at different Royal Free London sites, including the Royal Free Hospital, Barnet General Hospital, Chase Farm Hospital and North Middlesex Hospital.

The vacancy states that the successful applicant must be a caring, professional and suitably qualified doctor. The role involves liaising with nurses, clinicians, patients and relatives to support safe care. Doctors must attend board rounds, ward rounds

insertand other daily unit activities. They may also provide workplace supervision to other staff when requested, maintain high standards of documentation, arrive punctually, cooperate with workforce deployment arrangements, attend local induction and follow local policies (Royal Free London NHS Foundation Trust, 2026).

The person specification also requires doctors to demonstrate appropriate clinical competencies, full GMC registration, self-awareness, commitment to personal and professional development, flexibility and the ability to work effectively with others. These requirements show that a doctor needs more than clinical knowledge. The role also requires communication, teamwork, organisation, reliability, adaptability, leadership and professional judgement.

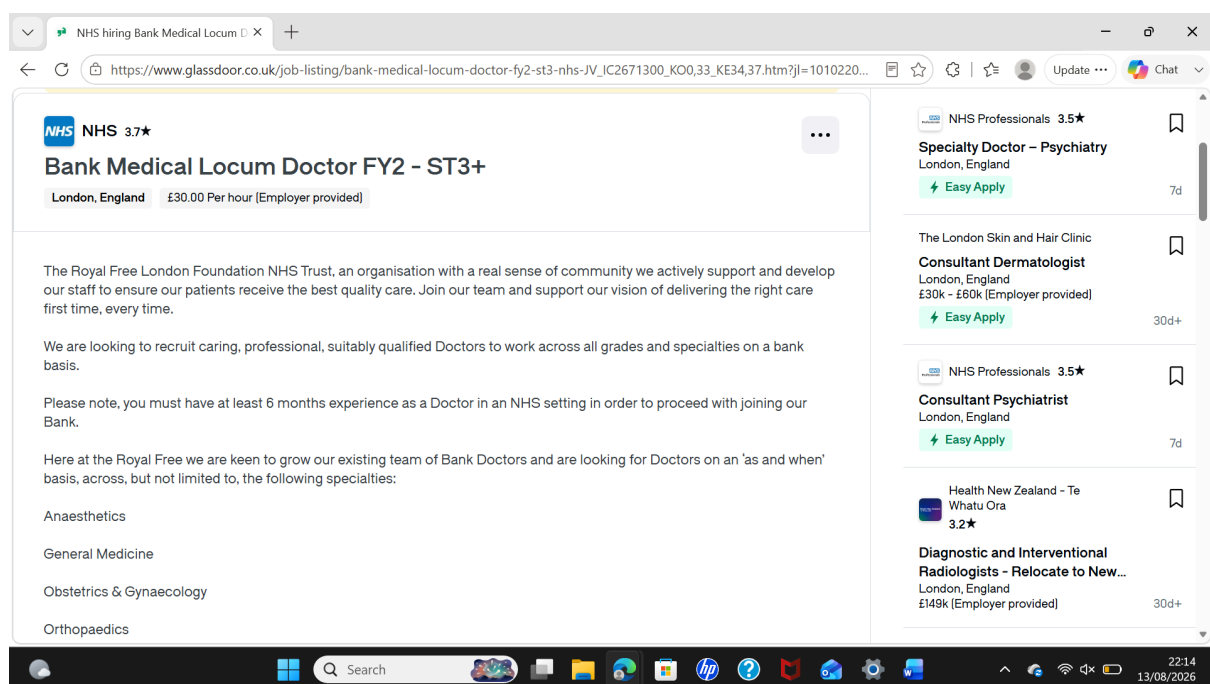


Figure 1: Screenshot of the Royal Free London Bank Medical Locum Doctor FY2–ST3+ vacancy.

The screenshot should show the job title, employer, experience requirement, GMC registration requirement, duties and any available person-specification information. It should be placed after this section because it provides direct evidence for the job analysis.

The Royal Free London NHS Foundation Trust identifies its values as being **positively welcoming, actively respectful, clearly communicating and visibly reassuring** (Royal Free London NHS Foundation Trust, 2025). These values are important because they describe the expected behaviour of staff towards patients, visitors and colleagues. They also provide a useful framework for developing my own professional identity.

Employability skills required

Communication

Communication is one of the most important skills required for this role. The vacancy expects the doctor to liaise with nurses, clinicians, patients and relatives to support safe care (Royal Free London NHS Foundation Trust, 2026). This involves speaking clearly, listening carefully, explaining medical information, responding to questions and adapting communication to different people.

The General Medical Council (2024b) states that doctors must communicate clearly, listen to patients and support them to make informed decisions about their care. Doctors should also treat patients with kindness, courtesy and respect. NHS England (2021) highlights the importance of improving communication between healthcare professionals and patients because communication affects understanding, involvement and the quality of care.

Communication is particularly important for a bank doctor because they may be working with an unfamiliar team or seeing patients they have not previously met. The doctor must quickly establish trust and communicate effectively with colleagues. They must also give clear handovers and document information accurately so that care can continue safely after the shift ends.

I have developed communication skills through my university studies, written assignments, forum discussions, work and contact with healthcare professionals. My health and social care learning has helped me understand the importance of person-centred communication, active listening and respecting individual choices. However, I need to develop more confidence in formal presentations, difficult conversations and fast-paced clinical communication.

Teamwork and multidisciplinary working

Teamwork is another essential skill for a Bank Medical Locum Doctor. The role requires the doctor to work with nurses, other doctors, patients, relatives and different healthcare professionals. NHS England (2021a) explains that effective multidisciplinary teamwork depends on communication, shared goals, cooperation across professional boundaries, learning and a supportive organisational culture.

Doctors must respect the knowledge and skills of other professionals. The GMC (2024) states that doctors should listen to colleagues, communicate clearly and work collaboratively in the interests of patients. Doctors may need to lead in some situations and follow in others, depending on their role and level of experience.

The General Medical Council (2024a) identifies role clarity, effective communication, respect and supportive working environments as factors that help healthcare teams work effectively. This is especially relevant to a locum doctor, who may be joining a team for only one shift. The doctor must attend local induction, understand how the department operates and ask for assistance when necessary.

My current studies have helped me understand the importance of multidisciplinary working. Health and social care involves professionals with different roles and responsibilities, and patients benefit when information is shared appropriately. My experience has helped me value the contribution of different professionals. I would like to improve my confidence in meetings, delegation, leadership and responding to feedback.

Clinical judgement and prioritisation

The vacancy requires doctors to have appropriate competencies and to carry out only duties for which they are qualified and competent (Royal Free London NHS Foundation Trust, 2026). Clinical judgement involves gathering relevant information, recognising risks, prioritising patient needs and deciding when to seek senior advice.

A doctor working on a bank shift may face several competing demands. They may need to attend a ward round, review an unwell patient, complete documentation, respond to nurses and communicate with relatives. They must decide which tasks are urgent and which can safely wait. They also need to recognise deterioration and escalate concerns quickly.

The GMC (2024) states that doctors must work within their competence, keep their knowledge and skills up to date and provide a good standard of care. This means that clinical confidence must be balanced with self-awareness. A safe doctor is not someone who attempts to manage every situation alone, but someone who knows when to ask for support.

My academic work has helped me develop analytical and problem-solving skills through case studies, research and written assignments. However, I do not yet have the clinical knowledge or decision-making experience required for this role. I will need to develop these skills through medical education, simulation, clinical placements and supervised practice.

Professionalism and reliability

Professionalism is clearly emphasised in the vacancy. Doctors must arrive on time, maintain high standards of documentation, attend induction, cooperate with the workforce deployment team and comply with local policies (Royal Free London NHS

Foundation Trust, 2026). These responsibilities are essential because patients and colleagues must be able to rely on the doctor.

The Royal Free London values emphasise being positively welcoming, actively respectful, clearly communicating and visibly reassuring (Royal Free London NHS Foundation Trust, 2025). These values show that professionalism is not only about qualifications. It also includes the way staff treat people and behave in the workplace.

The GMC (2024) states that doctors must be honest, trustworthy and accountable. They must be open when things go wrong, act within their competence and maintain confidentiality. This means that I would need to demonstrate integrity in my communication, documentation and professional decisions.

Reliability is particularly important in bank work because the service depends on doctors attending agreed shifts. Failure to attend or arriving late could place additional pressure on colleagues and affect patient care. I have developed reliability and organisation through balancing university study, work and other responsibilities. However, I will need to develop these qualities further in a clinical environment where the consequences of poor time management may be more serious.

Documentation and confidentiality

The vacancy states that doctors must maintain high standards of professionalism in relation to documentation (Royal Free London NHS Foundation Trust, 2026). Accurate records are essential for continuity of care, communication, accountability and patient safety. Doctors must record information clearly, accurately and promptly.

The GMC (2024) states that doctors must maintain patient confidentiality in their written, verbal and digital communication. They must also keep records securely and follow data protection requirements. These expectations are relevant to both clinical practice and professional identity.

This is also important when building an online personal brand. I must not share confidential patient information, photographs from clinical areas or identifiable details about cases. I can discuss general learning experiences, but I must ensure that no patient, colleague or organisation can be identified. A professional online presence should demonstrate good judgement rather than simply promote achievements.

Evaluation of my current skills

I have assessed my current skills by comparing my experience with the job description, reflecting on my university learning and considering the skills developed through previous online activities. The National Careers Service (2025) recommends identifying existing skills, recognising skills gaps and creating SMART goals to support career development.

Current strengths

My current strengths include:

- empathy and compassion;
- organisation and time management;
- commitment to helping others;
- communication and active listening;
- willingness to learn;
- understanding of person-centred care;
- ability to reflect on strengths and weaknesses;
- motivation to pursue medicine.

My health and social care studies have helped me understand autonomy, dignity, safeguarding, teamwork and the importance of considering a person's wider circumstances. These areas are relevant to medical practice because patients are not defined only by their symptoms or diagnosis.

I also have a strong commitment to continuous learning. My long-term goal of entering medicine requires persistence, and I understand that I will need to continue developing academically and professionally. The online module activities have helped me reflect on limiting beliefs, networking, emotional intelligence, self-awareness and professional identity.

Areas for development

My main development needs are:

- clinical knowledge and practical skills;
- experience in an NHS doctor role;
- clinical reasoning and decision-making;
- documentation in a clinical setting;
- prioritising tasks under pressure;
- confidence in formal communication;
- understanding clinical governance and patient safety;
- managing emotional pressure in healthcare;
- working effectively within unfamiliar clinical teams.

The most significant gap is that I do not yet have the medical qualification, GMC registration or six months of NHS doctor experience required for the vacancy. This is expected at my current stage, but it means that I must follow a long-term pathway involving medical education and supervised clinical practice.

I can assess my progress through feedback from lecturers, academic tutors, healthcare professionals, placement supervisors and mentors. I can also use reflective accounts, mock interviews, skills assessments and comparisons with future job descriptions. Feedback will help me identify whether I am becoming more confident and effective.

Qualifications, experience and added value

My current health and social care studies provide a foundation for future medical training. They have developed my understanding of person-centred care, communication, professional behaviour, teamwork and the wider social factors that affect health. My academic work has also strengthened my research, writing and critical-thinking skills.

My previous work and personal responsibilities have helped me develop reliability, organisation and time management. These skills are transferable to healthcare, although they do not replace the clinical qualifications required for the role.

In the future, I will need to obtain a medical degree, achieve GMC registration and gain NHS doctor experience. I will also need to complete the relevant foundation training and develop the clinical competencies required to work safely at the FY2 or ST3+ level.

My unique selling point is the combination of health and social care knowledge, empathy, personal motivation and an understanding of person-centred practice. I can add value by considering both the clinical and social needs of patients. I would aim to communicate respectfully, listen carefully and contribute positively to a multidisciplinary team.

Personal brand and professional identity

My personal brand should communicate that I am compassionate, professional, reliable, reflective and committed to evidence-based patient care. A professional identity is formed through qualifications, behaviour, communication, values, relationships and online activity.

I can build my personal brand by:

- creating and updating a professional CV;
- developing a LinkedIn profile;
- recording qualifications, training and experience;
- documenting volunteering and healthcare activities;
- requesting academic and professional references;
- attending careers events and medical conferences;
- engaging respectfully with healthcare discussions;
- reflecting on learning without disclosing confidential information.

The Royal Free's values provide a useful framework for my brand. I want to be positively welcoming to patients and colleagues, actively respectful of different backgrounds and perspectives, clearly communicating when sharing information and visibly reassuring when people are anxious (Royal Free London NHS Foundation Trust, 2025).

The GMC (2024) states that doctors must be honest and trustworthy in professional written, verbal and digital communications. Therefore, I must ensure that my online presence is accurate and professional. I should avoid posting content that could damage trust, and I must protect patient confidentiality at all times.

Networking and employment

Networking will be important for progressing towards this role. I can develop my professional network through:

- university lecturers and careers advisers;
- healthcare professionals;
- volunteering and work experience;
- medical student societies;
- hospital open days and careers fairs;
- LinkedIn;
- professional organisations;
- mentors and placement supervisors.

Networking can provide advice, encouragement, work experience and information about medical career pathways. It can also help me understand what is expected from doctors working in different specialties. I will approach networking by introducing myself professionally, asking relevant questions, listening carefully and maintaining appropriate contact.

The NHS Health Careers service identifies communication, teamwork, leadership, organisation, initiative and adaptability as important transferable skills for doctors (NHS Health Careers, 2024a). Building a network will help me practise these skills while learning from experienced professionals.

My network may also help me prepare for future applications by providing feedback on my CV, personal statement and interview technique. However, professional networking must be based on genuine relationships and respect rather than simply seeking personal advantage.

Action plan and five-year timeline

Time period	Development objective	Actions	Evidence of progress
Next six months	Strengthen academic and communication skills	Continue degree studies, attend tutorials, practise presentations and request feedback	Improved grades, feedback and reflective notes
Six to twelve months	Gain healthcare-related experience	Apply for volunteering, shadowing or support roles	Completed hours, certificates and references
Year 2	Build professional identity	Create LinkedIn profile, update CV and attend careers events	Professional profile, updated CV and new contacts
Years 2–3	Prepare for graduate-entry medicine	Research universities, prepare for admissions	Applications, test preparation and interview feedback

tests and practise
interviews

Years 3–4	Develop clinical and professional skills	Begin medical training, complete placements and practise clinical communication	Placement feedback and completed competencies
Years 4–5	Prepare for foundation doctor employment	Complete medical qualification, obtain GMC registration and gain NHS clinical experience	Medical degree, GMC registration and NHS experience
After foundation training	Apply for suitable bank doctor work	Review Royal Free vacancies, meet eligibility criteria and apply for shifts	Successful application and evidence of competence

To achieve the Royal Free role, I will need to meet the specific requirements of the vacancy, including full GMC registration and at least six months' experience as a doctor in an NHS setting (Royal Free London NHS Foundation Trust, 2026). I will review this action plan every six months and adjust it according to my academic progress, finances, health, work responsibilities and available opportunities.

The resources I will need include university careers support, medical admissions guidance, tutors, professional mentors, volunteering opportunities, relevant training and access to clinical placements. I will also need to manage my wellbeing by maintaining realistic study plans, asking for support and developing healthy ways to manage stress.

Conclusion

This report analysed the employability skills required for the position of Bank Medical Locum Doctor FY2–ST3+ at the Royal Free London NHS Foundation Trust. The role requires full GMC registration, at least six months' experience as a doctor in an NHS setting and appropriate clinical competencies. It also requires communication, teamwork, clinical judgement, professionalism, reliability, documentation, adaptability and emotional resilience.

My current strengths include empathy, organisation, commitment, communication and an understanding of person-centred care. My main development needs are clinical knowledge, clinical reasoning, NHS doctor experience, documentation and confidence in high-pressure environments. I will address these gaps through medical education, clinical placements, volunteering, mentoring, feedback and reflective practice.

I will build my personal brand around compassion, professionalism, reliability and lifelong learning. The Royal Free London values of being positively welcoming, actively respectful, clearly communicating and visibly reassuring provide a useful model for my professional identity. I will promote these qualities through my CV, LinkedIn profile, volunteering, academic achievements and professional relationships.

My five-year action plan provides a realistic route towards medical training and future employment. Although I do not currently meet the requirements for the role, I understand the steps needed to progress. With sustained academic effort, relevant experience, professional networking and continued self-reflection, I aim to develop into a safe, compassionate and effective doctor who contributes positively to patients and healthcare teams.

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