

Experts recruitment process

We maintain a list of experts which we use to identify those suitable to provide expert opinion on cases in line with our [Standards and Guidance](#) for experts.

We appoint to our list of experts in three different ways: case-specific recruitment, direct approach to us by experts, and formal recruitment exercises.

Case-specific recruitment

Some cases require specific clinical expertise which isn't covered by the existing group of experts. On these occasions our Legal team look to appoint a suitable expert using external resources and search techniques. This may include contact with third parties, for example royal colleges or specific expert resources.

Once we identify a potential suitable expert, we approach them to discuss their interest in and suitability for the role.

We request information to ensure that the expert meets the requirements of our [Standards and Guidance](#) for experts. If so, then the expert will be added to our list to provide expert opinion on that case.

Should the expert's performance on that case meets our requirements then they will remain on the list and be able to undertake future expert work for us.

An ongoing system of feedback occurs for each interaction with that expert.

Expert approach

Occasionally an expert will approach us to enquire about the possibility of joining our list.

We will review whether this expert meets a specific need – a new set of expertise, or adding to an area where the existing group struggles to meet the volume of work required.

We take steps to ensure that the expert meets the requirements of our [Standards and Guidance](#) for experts. If so, we will add them to our list.

Should an expert's performance meet our requirements then they will remain on the list and be able to undertake expert work for us.

An ongoing system of feedback occurs for each interaction with that expert.

If you are interested in joining our pool of experts in this way, please contact experts@gmc-uk.org

Formal recruitment process

From time to time we conduct formal recruitment campaigns to bring a group of experts into our approved pool. This is usually done by specialty, where we have identified a specific need.

These recruitment processes are advertised on our vacancies page <https://jobs.gmc-uk.org>. We also advertise them through other media platforms, for example the BMJ and specialty-specific publications.

Application process

We ask that an application form is completed using our online system.

The assessment of these applications is done anonymously, by members of our Legal team with operational responsibility for Experts.

We review each application form independently and determine whether candidates:

- meet the criteria set out in the information for applicants
- have a clear motivation for applying for the role
- have the relevant skills and abilities for the role.

All application forms are assessed by two members of our team. Once the assessment is complete scores are calibrated to ensure fairness and consistency.

Scoring of applications

We use a scoring range of 0 – 3 for each key skill or question.

The table below details our criteria and the definitions for each score:

Score	Definition
0	No evidence that the candidate has displayed or understands the competency.
1	Some evidence that the candidate has displayed or understands the competency so they may have provided some reference, given a weak example or demonstrated some principles.
2	Good evidence that the candidate has demonstrated this skill. They will have covered or demonstrated the main points and where examples have been given they will have had a good level of detail and covered the key principles.
3	Extensive evidence that the candidate has demonstrated this skill. They will have covered or demonstrated the main points to a high level. Any examples given will have been very detailed and they will demonstrate a clear understanding of the key principles and wider impact.

Appointment process

Appointments are subject to the expert meeting the requirements for the role as set out in our [Standards and Guidance](#) for Experts.

Should an expert's performance meet our requirements then they will remain on the list and be able to undertake expert work for us.

An ongoing system of feedback occurs for each interaction with that expert.

Equality and diversity monitoring

The GMC has a longstanding commitment to making meaningful progress on equality and diversity, both as regulator and as an employer.

Our ambition is to be a fair regulator, an inclusive organisation, and an employer of choice for the most talented people from all sections of society.

As part of this work we monitor candidates' equality and diversity data. The data provided is used anonymously and is not shared with the assessment panel.

Quality assurance of experts' work

Expert evidence is an integral part of our investigations and casework process. Operational areas have quality assurance processes for casework, including sample reviews, peer quality assurance, and monitoring and reporting. Where lessons can be learned these are highlighted.

We operate a QA tool specific to expert work which collects feedback for each interaction with an expert. This tool can be used to monitor work volumes and performance and as a prompt or aid when feedback is required.

We have a framework and review process to assess instances where concerns are raised about specific expert evidence.

Any questions

If you have any questions about our associates or are interest in working as an associate, please contact us using experts@gmc-uk.org

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