**RCEM EM Leaders: Emergency Medicine Future Leaders Fellowship**

**Job Description**

Reports to: Head of School and EM Leadership team

Main Base: Employing Trust in locality

Duration: up to 12 months

Time Commitment: up to 2.5 days/week undertaken as part of the training programme

**Background**

In October 2017, ‘Securing the Future Workforce for Emergency Departments in England’ was published. This document was written by NHS Improvement, NHS England, Health Education England and Royal College of Emergency Medicine. It outlines a four-year plan to address the workforce shortages in emergency departments, to ensure there is sustainable staffing for the future.

Within this document there is a four-year commitment to invest in a dedicated leadership/ development training programme for every emergency medicine trainee in England.

The central aim is to further develop the skills of EM trainees by producing an innovative and tailored ‘leadership programme’ in this vital area. This will allow trainees to build personal resilience, reduce attrition and help ensure that they are on a successful career pathway in one of the most intense healthcare environments in the NHS.

An Emergency Medicine Leaders Programme Steering Group has been established to support this commitment and to ensure delivery of a high-quality programme in England.

The Steering Group recognises the valuable contribution from Emergency Medicine trainees in this project and is investing in the appointment of Emergency Medicine Future Leaders Fellowships (one Fellow per School of Emergency Medicine) to support development, implementation and evaluation locally.

**Description of Role**

The main component of this role is to work closely with the local Head of School for Emergency Medicine and identified School Leadership Leads to support the creation, development, implementation and evaluation of the EM Leaders Programme.

The other key component of this opportunity is to develop the leadership and quality improvement skills of the post-holder, as part of a bespoke opportunity, in line with curriculum requirements. There will be an opportunity to publish work and present at regional meetings.

The post-holder will have the opportunity to meet with other Emergency Medicine Future Leaders Fellows and Royal College of Emergency Medicine School Leads.

The Higher Emergency Medicine curriculum is **competency based.** Therefore, any change to the CCT date as a result of undertaking this opportunity will be agreed as part of the ARCP process, on review of curriculum competencies.

The successful candidate will have the opportunity to undertake a Postgraduate Certificate in Leadership.

This is a new project, therefore there is an opportunity to help the project evolve, assist to resolve any implementation issues and be directly involved in objective setting. The successful candidate will have the opportunity to shape the role, now and for future appointments. Once objectives have been clarified, EM Future Leaders will work both autonomously (self-directed) and as part of the wider School Leader team.

**Person Specification**

Essential

* NTN holder within the Emergency Medicine training programme within the School advertising the opportunity (at the time of application).
* Training at ST3 level as a run-through trainee, or ST4+ **at the time of application,** **with at least 12 months remaining in the training programme at the time of appointment.** Applications are welcome from both full time and less than full time trainees. The role cannot be done full time for 6 months.
* Evidence of satisfactory progression (outcome 1) and achievement of intermediate FRCEM within the training programme at the time of application.
* Interest in developing oneself with a view to performing a leadership role in the future.
* Enthusiasm to participate in a national programme of work, informed by both local and regional experience and the expertise of national partners.
* Commitment to quality improvement.
* Strong communication skills.

Desirable

* Previous experience of leadership development or quality improvement.