Job Description – School of Surgery Leadership Fellow – Workplace Behaviour Change

Summary of Role:

This role is a brand-new leadership opportunity in Health Education England. Supervised by a Training Programme Director (and a member of the alumni of the Future Leaders Programme), the Fellow will work on new initiatives on workplace behaviour change.

The postholder will build on existing preparatory work to create a toolkit for cultural change within the organisation, developing a new and pioneering programme to improve workplace wellbeing and patient outcomes.

The Fellow will measure improvements through pre and post analysis, GMC survey results and qualitative feedback. They will also be involved in shaping the evolution of the programme and lead on adapting work and practices for different specialties. Work carried out locally will link closely with national and international medical education and culture change programmes.

Duties and Responsibilities:

Project:

The Fellow will be responsible for developing a new innovative workplace behaviour change programme within the School of Surgery, working alongside senior leaders and staff. They will hold a key position in the behavior change working group and will build links between HEE and Trusts throughout the region.

In the first six months the Fellow will pilot and evaluate the programme, and

share a compelling vision of the improvements that can be made. In the following six months the Fellow will work on developing the programme so it can be adopted across the School of Surgery and beyond.

The programme will align with the intermediate NHS people plan, with the aim of improving trainee and trainer engagement and reducing burnout.

Personal Development:

It is anticipated the Fellow will develop their leadership skills through their role in leading the project. Guidance will be given through the duration of the project and development will follow the Healthcare Leadership Academy Model. The Fellow will also have the opportunity to undertake an HLA 360 Appraisal at least once during the year.

The Fellow will be expected to attend educational days arranged by Health Education England as part of the Future Leaders Programme.

Regular attendance at specialty teaching days will also be expected.

Funding is available for a PGCert in either medical education or leadership depending on the preferences of the successful applicant.

The Fellow will also identify opportunities to develop their own professional and leadership skills through both formal and informal networks.

Post Location: Leeds/Sheffield/Hull

The post will be hosted by Health Education England and the Fellow will have access to office space and IT support at one of the Regional HEE offices (Leeds, Sheffield or Hull) as appropriate.

Clinical Duties:

There is no clinical work associated with this post, or any on call commitment. There may be some flexibility for those wishing to participate in an on call rota/undertake locum on calls.

Key Relationships:

The Fellow will work closely with Training Programme Directors within the School of Surgery and senior leaders in HEE. The Fellow will meet with their supervisor on a monthly basis as well as Senior leaders within the School of Surgery every three months.

Other key relationships include the FLP programme, the senior HEE team and trainees within the School of Surgery.

Grade:

The post will be paid according to the relevant junior doctor pay scale. There is no out of hours commitment and the salary will reflect this.