This document presents the minimum entry and selection criteria for the Future Leaders programme. Please refer to the Person Specification for the post you are considering for the full specific requirements for that vacancy.

# Future Leaders Programme

# Clinical Leadership Fellow in Digital Pathology- Person Specification

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| **Entry Criteria – Specialty Trainees, and Specialty and Associate Specialist (SAS) Doctors** | |
| **Essential Criteria (at post start date)** | **When evaluated** |
| *Qualifications*  Medical Specialty Trainee: ST3+ or GPST2+  Dental Specialty Trainee: StR  Public Health Registrars: ST3+  Specialty and Associate Specialist (SAS) Doctors  *Eligibility*  Full GMC, GDC or UKPHR registration as applicable and current licence  Have a satisfactory ARCP outcome  Have Head of School approval for a year Out of Programme  Must not have existing experience in a senior / significant leadership role  *Language skills*  Demonstrable skills in written and spoken English adequate to enable effective communication with colleagues, demonstrated by one of the following:   * That applicants have undertaken education/training taught in English, such as an undergraduate degree taught in English * Have achieved the following scores in the academic International English Language Testing System (IELTS) in a single sitting within 24 months of time of application: overall 7, speaking 7, listening 7, reading 7, writing 7   *Health*  Meet professional health requirements | Application Form /  By the post start date |

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| **Selection Criteria** | | | |
| **Essential Criteria** | **Desirable Criteria** | | **When evaluated** |
| **Knowledge and achievements** | | | |
| *Career Progression*  Ability to provide a complete employment history.  Evidence that present achievement/ performance is commensurate with totality of period of training.  *Relevant Experience*  At least 12 months’ experience at SHO level or equivalent  *Knowledge*  Evidence ofthe appropriate level of knowledge as specified in the syllabus of the Royal College of Pathologists and capacity to apply sound clinical judgement. | Additional experience as SpR/ ST trainee in Histopathology and/or experience in related specialties including medical imaging (eg. radiology)  BSc (other intercalated degree), MSc or PhD  Other higher level or relevant qualifications  Intermediate or advanced knowledge of information technology (e.g. imaging, statistical, planning or digital pathology software) | | Application form / Interview |
| **Skills and abilities** | | | |
| Shows aptitude for practical skills, eg hand-eye co-ordination, dexterity.  Basic knowledge of information technology (e.g. Windows, Office)  Evidence of effective multi-disciplinary team working and leadership, supported by multi-source feedback or other workplace-based assessments | Evidence of experience of using digital pathology  Evidence of involvement in management commensurate with experience  Evidence of effective leadership in and outside medicine. | | Application form / Interview |
| **Academic/Audit/Research Skills** | | | |
| Demonstrates understanding of research, including awareness of ethical issues  Demonstrates understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety, and clinical quality improvement initiatives  Demonstrates knowledge of evidence-informed practice | Evidence of relevant academic and research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements  Evidence of involvement in an audit project, a quality improvement project, formal research project.  Evidence of experience of using, developing or testing digital pathology  Experience of other health informatics projects or systems  Evidence of development of new teaching/ training tools | | Application form / Interview |
| **Teaching** | | | |
|  | Evidence of interest in, and experience of, teaching  Evidence of feedback for teaching | | Application form / Interview |
| **Personal Attributes** | | | |
| *Communication skills:*   * Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate. * Able to build rapport, listen, persuade and negotiate.   *Problem solving and decision making:*   * Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach.   *Managing others and team involvement:*   * Able to work in multi-professional teams and supervise junior staff * Ability to show leadership, make decisions, organise and motivate other team members. * Capacity to work effectively with others. * Shows initiative/drive and enthusiasm   *Organisation and planning:*   * Capacity to manage/prioritise time and information effectively * Evidence of thoroughness (is well-prepared, shows self-discipline/commitment, is punctual and meets deadlines.) * Ability to travel to meet the needs of the project   *Management and leadership skills*   * Evidence of involvement in management commensurate with experience * Demonstrates an understanding of NHS management and resources * Evidence of effective multi-disciplinary team working and leadership, supported by multi-source feedback or other workplace-based assessments * Evidence of effective leadership in and outside medicine. |  | | Application form / Interview/ References |
| **Probity** | | | |
| *Professional integrity:*   * Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others. * Displays honesty, integrity and awareness of ethical issues | |  | Application form  Interview  References |