

From Global to Local: Support for International Medical Graduates Future Leaders Fellow Job Description

Job Title:	From Global to Local: Thriving in Practice - Support for International Medical Graduates Future Leaders Fellow
Number of Posts:	1
Department:	Supported Return to Training Programme (SuppoRTT) (NHS England – Yorkshire and the Humber, WT&E Learner Support and Faculty Development)
Responsible to:	Dr Maya Naravi and Miss Claire Murphy (Associate Deans for SuppoRTT)
Accountable to:	Ms Fiona Bishop (Deputy Postgraduate Dean)
Base:	Hybrid (with travel required to Leeds, Rotherham, or Hull for in-person meetings. Monthly regional and national travel)
Length of post:	1 year (OOPE)
Contracted hours:	40 hours per week (Less Than Full Time options can be discussed with the successful candidate)
Professional groups:	Postgraduate doctors, dentists, pharmacists and public health practitioners in training (PGDiTs)
Clinical commitment:	Non-clinical post (Locum clinical work should be discussed and agreed with the clinical supervisor and must be separate to the fellowship and not completed within normal working hours)

The Project

International Medical Graduates (IMGs) form a significant part (48%) of the NHS workforce¹. The GMC, BMA, and Royal Colleges acknowledge the need for better support for IMGs entering the NHS and there is data to show differential attainment in recruitment, examination and progression for IMGs exists. Identifying and addressing the challenges at the outset may help with reducing differential attainment. Since 2020, IMG trainees in Yorkshire and the Humber have benefited from the Supported Return to Training Programme (SuppoRTT). However, despite national induction guidance for new IMGs issued in 2022ⁱ there is still a need for all Trusts and specialty schools to offer safe onboarding, increased awareness of IMG needs, and equitable, comprehensive support for new IMGs across the region. Workplace integration remains problematic including access to informal networks and to opportunities tailored to improving understanding of UK specific clinical and cultural norms. The successful candidate will be supported to continue to address the disparities, conceive, design, and deliver a strategy to improve the experiences of International Medical Graduates (IMGs) within their careers in the NHS. Some personal experience of the

¹ https://www.gmc-uk.org/-/media/documents/somep-workplace-experiences-report-2025-full-report_pdf-111877911.pdf

transition to working in the NHS from an international context is desired, to harness the value of lived experience. The project should align with the Future Leader Programme's core values of fairness, responsibility, confidence and inclusivity, thereby creating a welcoming environment that embraces diverse backgrounds. The project should involve identifying the support needs of IMGs, gaps in existing provision and develop innovative, regional solutions to enhance their experience and integration. This may be informed by reviewing existing experiential data (i.e. national or regional surveys, SuppoRTT data) and engaging with existing IMGs to explore their experience and identify supportive interventions to address identified barriers and challenges.

The fellow will be granted autonomy in determining the exact focus of the project, balancing strategic objectives of NHSE and the Yorkshire and Humber Postgraduate Deanery with their own developmental aims. The fellow will be guided to define and progress the improvement project, creating opportunities for them to apply their learning from their fellowship academic programme, in line with Future Leader Programme outcomes. This post provides an exciting opportunity for growth and personal development whilst addressing the emerging needs the IMG community to make a tangible difference to their experiences. The fellow will be expected to collaborate with stakeholders, affording the fellow the opportunity to develop their proficiency in influencing for results. The fellow will have an opportunity to develop a system-wide support strategy in a supportive and fail-safe environment. They will be expected to engage diverse stakeholder groups, including NHSE staff, SuppoRTT Champions, Trust management and medical educational teams and other key regional colleagues. They will be supported to engage with these stakeholders to build capability and connect the service. Finally, they will be expected to evaluate their progress and hold systems to account. This provides the fellow with the opportunity to develop across all nine domains of the Healthcare Leadership Model, consistent with the aims of the Future Leaders Programme and supporting their growth and development as a future healthcare leader.

Learning Environment and Educational Supervision

The small SuppoRTT team is sociable, cohesive, and collaborative, with regular opportunities to meet and collaborate with the whole team. As part of our commitment to growth and learning, we adopt a flattened hierarchy with a flexible 'open door' culture where fellows are empowered to take control of their learning. Encouraging independent thought leans into the key principles of supported ownership and accountability, essential to adult learning. The supervisors have an excellent track record of fostering autonomy, self-development and nurturing a thinking environment, for which they have received extremely positive feedback from previous fellows.

This positive culture underpins our approach to more formal supervision, taking place via fortnightly meetings with the SuppoRTT Associate Deans for ongoing expert guidance, support and mentoring. These bespoke one-to-one Thinking Environment sessions will use coaching methodology to foster the fellow's own best thinking to develop a personal development plan (PDP) and goals for the year based on individual aims and objectives. Educational supervision in support of the fellow's academic learning objectives will also be provided. These regular contact points will provide modelling opportunities, and embed belonging, safety, and accountability, creating a positive learning environment where constructive feedback can enhance performance and motivation.

Additionally, monthly meetings with the whole SuppoRTT team, including the other SuppoRTT fellow, maintain alignment and cohesiveness, creating opportunities for challenge, cross-fertilisation and collaboration within the wider team. The fellow will be expected to contribute to these meetings and take on chairing responsibilities as the year progresses.

Outside of these scheduled interactions, informal supervision will continuously be accessible, either as one-to-one meetings, email communication or via Microsoft Teams message, to enable effective decision-making.

The fellow's induction will include a pre-start date handover from the existing post-holder, in late July 2026. A comprehensive induction will be delivered by the SuppoRTT team after the Future Leaders Programme induction, with a focus on leadership competencies against the revised NHS Leadership Framework.

Unique Development Opportunities

Sitting within an established senior team aligned to the NHSE Yorkshire and Humber Postgraduate Deanery's Learner Support and Faculty Development Directorate, including the regional Professional Support Service, this post represents an excellent opportunity for the fellow to utilise mature networks to consult and partner with colleagues in neighbouring teams and organisations. They will also have opportunities to attend meetings of the deanery-level Professional Support Group and the National SuppoRTT Network. The National Network's subgroup for SuppoRTT fellows will provide opportunities for cross-region networking, chairing of meetings and leading national workstreams. The fellow will have the option to complete a PG Cert in Leadership or attend courses relevant to leadership during their year in this role.

ⁱ <https://www.e-lfh.org.uk/wp-content/uploads/2022/06/Welcoming-and-Valuing-International-Medical-Graduates-A-guide-to-induction-for-IMGs-WEB.pdf>