

Future Leaders Programme

Person Specification: From Global to Local: Thriving in Practice - Support for International Medical Graduates Future Leaders Fellow

Entry Criteria – Specialty Trainees, and Specialty and Associate Specialist (SAS) Doctors	
Essential Criteria (at post start date)	When Evaluated
• Medical Specialty Trainee: ST5+ or GPST2+ • Dental Specialty Trainee: StR • Public Health Registrars: ST4+ • 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	Application form / by the post start date

Entry Criteria – Pharmacy Trainees	
Essential Criteria (at post start date)	When Evaluated
• Pharmacy professional in a Yorkshire and the Humber training programme • Full registration and good standing with professional body • Have agreement from their current employer to undertake a secondment.	Application form / by the post start date

Selection Criteria

Essential	Desirable	When Evaluated
Knowledge and Achievements		
Demonstrable skills in written and spoken English adequate to enable effective communication. Clear understanding of the Future Leaders Programme purpose and vision, and rationale for applying. Awareness of potential challenges experienced by IMGs entering postgraduate training and NHS service. IT skills including use of Word, Excel and PowerPoint. Evidence of active participation in audit, quality improvement and/or research projects. Demonstrable commitment to continuing professional development.	Awareness of local and national NHS initiatives and priorities to support the transition of IMGs into UK healthcare. Experience of mentoring and/or coaching. Personal experience of entering Postgraduate Training as an IMG.	Application form / Interview
Skills and Abilities		
Cultural awareness with sound understanding of and positive approach to equality and diversity. Enthusiastic self-starter with awareness of own limitations; seeks help appropriately. Excellent interpersonal skills and ability to work in partnership with others. Experience of working collaboratively in a multidisciplinary team environment and delivering team objectives.		Application form / Interview
Research		
	Knowledge and understanding of research and analysis methods. Experience of writing research reports and/or publications.	Application form
Teaching/supporting learning		

Evidence of delivering or supporting the teaching and learning of others.	Enthusiastic and experience in teaching clinical skills in workplace or training environment.	Application form / Interview
Personal Attributes		
Capacity to manage time and prioritise workload. Evidence of ability to present oneself in an organised and professional manner. Ability to take initiative and be responsible for own actions and decisions. Ability to travel regionally and nationally, as required.		Interview