

LEEDS TEACHING HOSPITALS NHS TRUST

PERSON SPECIFICATION

Entry Criteria – Specialty Trainees and dentists	
Essential Criteria (at post start date)	When evaluated
Doctors and Dentists in Training and Public Health Registrars: Doctors and Dentists in training, and Public Health Registrars wishing to apply must have progressed to the relevant training grade below by the Programme start date: • Medical Specialty Trainee (ST5/GPST2+ by programme start date) ◦ or for Radiology Registrars (ST4+ by programme start date) • Dental Specialty Trainee (ST2 by programme start date) • Public Health Registrars (ST4+ by programme start date) In addition, Doctors and Dentists in Training and Public Health Registrars must: • Hold a Yorkshire and the Humber NTN • Have a satisfactory ARCP outcome by the programme start date • Have full GMC, GDC or UKPHR registration as applicable and current licence to practice • Must not have existing experience in a senior / significant leadership role • Head of School approval for a year Out of Programme Post-CCT doctors, dentists and public health practitioners are not eligible.	Application Form / By the post start date

Entry Criteria – Pharmacy Professionals	
Essential Criteria	When evaluated
• In a Yorkshire and the Humber Training Programme • Have agreement from their current employer to undertake a secondment • Current Full registration and good standing with appropriate professional body. • Must not have experience in a senior / significant leadership role	Application Form / By the post start date

Right to Work - Tier 2 / Skilled Worker Visa

Applicants who are sponsored for visa purposes by NHS England should contact the Yorkshire and Humber sponsorship team

via england.sponsorshipsupport.yh@nhs.net to discuss eligibility.

All other applicants requiring sponsorship are only eligible to apply if their current sponsor is willing to continue their sponsorship for the duration of the future leaders programme

Selection Criteria		
Essential Criteria	Desirable Criteria	When evaluated
Knowledge and achievements		
Knowledge of audit tools, quality improvement and research methodologies. Demonstration of leadership development within your area. Evidence of leadership self-awareness.	Evidence of academic achievements (conference presentations, publications, prizes) Knowledge of leadership competencies. Understanding leadership and local NHS structure.	Application form / Interview
Skills and abilities		
All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication with patients and colleagues. Excellent communication skills, able to establish and maintain credibility with colleagues and persuade and influence where necessary. Good organisational skills, able to demonstrate flexibility, maintain a strategic perspective, analyse complex issues and identify potential solutions.	Experience with use of IT e.g. Microsoft Word, Excel, PowerPoint and MS Teams	Application form / Interview

Research		
Evidence of active participation in audit, research or an improvement project.	Involvement in an audit, research or improvement project delivery with visible results Peer reviewed presentations and publications	Application form / Interview
Teaching		
Experience of teaching in the workplace and or training environment.	Successful completion of educational programmes in quality, safety, simulation or leadership	Application form / Interview
Personal Attributes		
Exhibits the positive values in their behaviour; of being patient centred, fair, collaborative, accountable and empowering people (which are aligned to the Leeds Way). Cultural awareness with sound understanding of and positive approach to equality, diversity and inclusion. Professional Integrity. Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality). Capacity to take responsibility for own actions and decisions Demonstration of commitment to leadership as part of a future career.		Application form / Interview / References