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

# Generic 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** |
| Medical Specialty Trainee: ST3+ or GPST2+  Dental Specialty Trainee: StR  Public Health Registrars: ST3+  Specialty and Associate Specialist (SAS) Doctors  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 |

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| **Entry Criteria – Other healthcare professionals\*** | |
| **Essential Criteria** | **When evaluated** |
| AfC Band 6 (or higher) NHS Healthcare Professional including: Nurses, Pharmacists, Biomedical Scientists / Healthcare Scientists, and Allied Health Professionals.  Full registration and good standing with appropriate professional body  Have agreement from their current employer to undertake a secondment  Must not have experience in a senior / significant leadership role | Application Form /  By the post start date |

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| **Selection Criteria** | | |
| **Essential Criteria** | **Desirable Criteria** | **When evaluated** |
| **Knowledge and achievements** | | |
| Knowledge of equality, diversity and inclusion issues within the workplace.  Awareness of current initiatives and priorities within the NHS and Health Education England– locally and nationally  Demonstrates commitment to CPD. | Knowledge of research associated with Differential Attainment | Application form / Interview |
| **Skills and abilities** | | |
| Excellent organisational skills.  Proven ability of working in a multidisciplinary team environment and delivering team objectives.  Excellent interpersonal skills and ability to work in partnership with others.  IT skills including use of Word, Excel and PowerPoint. | Knowledge of Human Factors training.  Knowledge of Unconscious bias.  Experience of mentoring and/or coaching | Application form / Interview |
| **Research** | | |
| Evidence of active participation in audit, quality improvement and research projects. | Knowledge and understanding of evaluation and research methods.  Evidence of ability to critically appraise published research. | Application form / Interview |
| **Teaching** | | |
| Enthusiastic and experienced in teaching clinical skills in workplace or training environment.  Evidence of contributing to teaching and learning of others. |  | Application form / Interview |
| **Personal Attributes** | | |
| Enthusiastic self-starter with awareness of limitations; seeks help appropriately.  Effective judgement and decision-making skills.  Capacity to manage time and prioritise workload.  Evidence of ability to present oneself in an organised and professional manner.  Takes responsibility for own actions.  Ability to undertake travel | Personal (direct or indirect) experience of the inequalities affecting health professionals in the workplace. | Application form / Interview |