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: Leadership Fellow - Equality and Inclusion

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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** | | |
| Working with a wide range of professionals including medical, nursing and management colleagues  Evidence of working in challenging environments  Understanding of project/change management methodologies  Understanding of Workforce Race Equality Standards (WRES) and BME agenda.  Understanding of NHS People Plan and future workforce requirements. | Management/Leadership qualification  Project Management | Application form / Interview |
| **Skills and abilities** | | |
| Proven clinical & leadership experience which includes managing changing and competing workloads within clinical environments.  Experience of staff engagement  Ability to communicate and deal sensitively with emotive and contentious issues  Ability to teach, supervise and assess registered & unregistered staff  Clear written and verbal communication skills  Ability to work independently with effective time management skills  Work in partnership with clinical teams to deliver on multi professional agendas  Leadership abilities - ability to motivate and enthuse staff  Ability to establish credibility with a wide range of staff  IT Skills - ability to use all MS office applications |  | Application form / Interview |
| **Research** | | |
| Clinical audit and standard setting | Experience of quality improvement programmes or methodologies | Application form / Interview |
| **Teaching** | | |
| Ability to present to a range of key stakeholders.  Understanding of assessment and learning styles. | Recognised teaching/assessing qualification | Application form / Interview |
| **Personal Attributes** | | |
| Commitment to maintaining standards through education, training and development  Commitment to delivering high quality evidence based care  Commitment to working in a multi-disciplinary team  Commitment to promoting a positive and creative working environment  Commitment to own development and the development of junior staff  Promotes a professional image and a positive approach to problem solving  Promotes a culture of equality, mutual respect, diversity and trust |  | Application form / Interview |