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: StRPublic Health Registrars: ST3+Specialty and Associate Specialist (SAS) DoctorsFull GMC, GDC or UKPHR registration as applicable and current licenceHave a satisfactory ARCP outcome Have Head of School approval for a year Out of ProgrammeMust 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 bodyHave agreement from their current employer to undertake a secondmentMust 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 colleaguesEvidence of working in challenging environmentsUnderstanding of project/change management methodologiesUnderstanding of Workforce Race Equality Standards (WRES) and BME agenda.Understanding of NHS People Plan and future workforce requirements. | Management/Leadership qualificationProject Management  | Application form / Interview |
| **Skills and abilities** |
| Proven clinical & leadership experience which includes managing changing and competing workloads within clinical environments.Experience of staff engagementAbility to communicate and deal sensitively with emotive and contentious issues Ability to teach, supervise and assess registered & unregistered staffClear written and verbal communication skillsAbility to work independently with effective time management skillsWork 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 staffIT 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 developmentCommitment to delivering high quality evidence based careCommitment to working in a multi-disciplinary teamCommitment to promoting a positive and creative working environmentCommitment to own development and the development of junior staffPromotes a professional image and a positive approach to problem solvingPromotes a culture of equality, mutual respect, diversity and trust |  | Application form / Interview |