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

# Harrogate and District Hospital NHS Foundation Trust 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: 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** |
| * Understanding and experience of the importance of audit and quality improvement (QI) in the NHS
 | * Evidence of completion of an audit or service improvement project
* Formal training or qualification in QI
 | Application form / Interview |
| **Skills and abilities** |
| * Good self-management skills
* Able to take responsibility
 | * Able to innovate and develop new ideas
* Able to work with data and report findings independently
 | Application form / Interview |
| **Research** |
| * Understanding and experience of the importance of research in the NHS
 | * Previous involvement in clinical research
* Regional/National research presentation experience
 | Application form / Interview |
| **Teaching** |
| * Able to take responsibility for own training needs
* Evidence of involvement in teaching and training appropriate to grade and profession
 | * Completion of a recognised educational course
 | Application form / Interview |
| **Personal Attributes** |
| * Enthusiasm and ability to work under pressure
* Supportive and tolerant
* Ability to work within a multidisciplinary team
 | * Flexible to new ideas
 | Application form / Interview |