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+  Public Health Registrars: ST3+  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, 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** | | |
| To be politically aware with the ability to communicate complex information, both written and verbally  Knowledge of social care challenges, including during the Covid-19 pandemic  Ability to analyse complex data and take action based and make recommendations  Strong leadership skills  Ability to analysis complex project issues and make decisions based own judgment  Excellent time management skills  Ability to employ highly develop persuasive and negotiation skills to deliver projects | Previous NHS or social care staff management experience/supervision  Experience of project management tools and techniques  Experience of developing and implementing new systems, procedures and processes within an organisation  Experience of working with partners from a variety of backgrounds such as health and social care, the voluntary/charity sectors and managing relationships with key stakeholders | Application form / Interview |
| **Research** | | |
| Understanding of research within a health or social care setting | Experience of research methodology | Application form / Interview |
| **Teaching** | | |
|  | Previous NHS or social care staff teaching experience/supervision | Application form / Interview |
| **Personal Attributes** | | |
| Ability to work under pressure and meet deadlines |  | Application form / Interview |
| Ability to work unsupervised and make decisions within agreed boundaries |  | Application form / Interview |
| Ability to work flexibly and deal with a large degree of ambiguity |  | Application form / Interview |
| Supporting colleagues to deal with ambiguity and changing priorities |  | Application form / Interview |
| Ability to work to broad health and social care principles, targets and key performance milestones and able to work across organisations. |  | Application form / Interview |
| Ability to manage difficult and often competing demands and re-prioritise your activities and those you manage |  | Application form / Interview |
| Consistently high attention to detail and quality of work |  | Application form / Interview |
| Ability to work as a member of a team |  | Application form / Interview |
| Ability to establish and maintain good working relationships with people from a wide range of professional backgrounds |  | Application form / Interview |
| Ability to travel throughout the South Yorkshire Region with occasional travel in England |  | Application form / Interview |