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**Future Leaders Programme**

**Bid Assessment Tool for 2026-27 Recruitment**

|  | **Score 0** | **Score 1** | **Score 2** | **Score 3** |
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| **Why is this fellowship a good leadership opportunity?***We are looking for a clear explanation of what the project is, how the fellow will be spending their time and what the aims/outputs of the project will be* | Unclear what project is or what the fellow will be doingNo reference of leadership opportunity  | Aims and objectives of project loosely defined Some evidence of focus on leadership opportunity  | Clear and meaningful aims and objectives of projectGood evidence of focus on leadership opportunity  | Clear and meaningful aims and objectives of projectInvolves high levels of leadership opportunity eg via collaboration across specialties, sites, organisations and/or regions.Opportunities encourage individual thinking, autonomy and personal growth through meaningful project work |
| **What are the development opportunities?***We are looking for a clear description of how a fellow will be supported in their development**NB these opportunities should be over and above those available if they stayed in their current post/training programme, and the description should not include PGCert and courses provided by the Future Leaders Programme* | No mention of supervision frequencyNo evidence of active support or provision or opportunities | Some scope for leadership and challenge.Minimal scope for adapting project to their needs.Minimal attendance to senior meetings encouraged. | Regular support provided through development opportunities.Attendance encouraged within the year to senior executive/board meetings, with input encouraged. | Attendance encouraged on a regular basis (monthly) to senior executive/board meetings, with input encouraged.Opportunities provided at board level, regional level or national level to innovate and encourage positive change autonomously. Clear focus on personal development of fellows with realistic examples of contributing activities. |

**What will NOT be considered for a Leadership Post:**

* Research fellows.
* Any project where it is unclear what the fellow is trying to achieve.
* Just ‘another pair of hands’
* Any SIM or teaching post where the predominant activity is the delivery of education. Posts where the focus is on educational leadership and the identification of sustainable models of education, will be considered.
* The implementation of an already defined project/scheme/programme.
* Posts with a mandatory clinical commitment (clinical work is at the discretion of the fellow and must be separate to the fellowship and not completed within normal working hours.)