# Future Leaders Programme

## Person Specification: A Workforce for the Future: SuppoRTT for Health-related Returns Fellow

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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: ST5+ or GPST2+ * Dental Specialty Trainee: StR * Public Health Registrars: ST4+ * 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 – Pharmacy Trainees | |
| **Essential Criteria (at post start date)** | **When Evaluated** |
| * Pharmacy professional in a Yorkshire and the Humber training programme * Full registration and good standing with professional body * Have agreement from their current employer to undertake a secondment. | Application form / by the post start date |

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| **Selection Criteria** | | |
| **Essential** | **Desirable** | **When Evaluated** |
| **Knowledge and Achievements** | | |
| Demonstrable skills in written and spoken English adequate to enable effective communication.  Clear understanding of the Future Leaders Programme purpose and vision, and rationale for applying.  Clear understanding and interest in the Health-Related Returns to Training post.  Awareness of potential challenges experienced by those returning to postgraduate training after a health-related absence.  IT skills including use of Word, Excel and PowerPoint.  Evidence of active participation in audit, quality improvement and/or research projects.  Demonstrable commitment to continuing professional development. | Awareness of local and national NHS initiatives and priorities to support trainees returning to the clinical environment.  Experience of mentoring and/or coaching.  Personal experience of the Supported Return to Training (SuppoRTT) programme, particularly for a health-related absence | Application form / Interview |
| **Skills and Abilities** | | |
| Cultural awareness with sound understanding of and positive approach to equality and diversity.  Enthusiastic self-starter with awareness of own limitations; seeks help appropriately.  Excellent interpersonal skills and ability to work in partnership with others.  Experience of working collaboratively in a multidisciplinary team environment and delivering team objectives. |  | Application form / Interview |
| **Research** | | |
|  | Knowledge and understanding of research and analysis methods.  Experience of writing research reports and/or publications. | Application form |
| **Teaching** | | |
| Evidence of delivering or supporting the teaching and learning of others. | Enthusiastic and experienced in teaching clinical skills in workplace or training environment. | Application form / Interview |
| **Personal Attributes** | | |
| Proven experience of utilising data for effective decision-making.  Capacity to manage time and prioritise workload.  Evidence of ability to present oneself in an organised and professional manner.  Ability to take initiative and be responsible for own actions and decisions.  Available to travel regionally and nationally (in keeping with any individual accessibility requirements). |  | Interview |