# Future Leaders Programme

## Deanery-wide posts (100% WTE OOPE) - GP School and Specialty Schools

## Leadership Fellow Integrated Neighbourhood Health Teams (INTs) - Job description 2026

## 12 month fixed-term opportunity

**Schools:** Joint General Practice and Specialty Schools. The successful candidate will be expected to travel across the region for meetings and development.

**Responsible to:** Dr Caroline Mills (Primary Care Dean YH) / Miss Helen Cattermole (Head of Generalist School, Associate Dean YH)/Dr Bruno Rushforth (GP Training Programme Director)

**The post:** This is an exciting opportunity for the successful candidates to influence and improve the development of Integrated Neighbourhood Health Teams (INTs) within Yorkshire and the Humber. The core focus of the year is to develop leadership skills whilst undertaking a collaborative project related to the establishment of such teams, which are critical to the delivery of the Ten Year Plan and the three shifts from hospital into community, treatment to prevention, and analogue to digital. This work is being developed within local Integrated Care Boards (ICBs) as part of the National Neighbourhood Health Implementation programme (NNHIP) to ensure that local population health needs are addressed.

Successful candidates will work **in pairs** across primary and secondary care so that the principles of integrated teams are incorporated from the start. They will work individually and collaboratively on a project supporting the establishment of INTs but tailored to their individual leadership development needs within this framework. The fellows will work directly with senior health system leaders across ICBs and the Deanery to bring their unique perspectives of training and frontline healthcare to the project. They will be supported in this work not only by mentoring and supervision but by accessing the national developmental resources being established by the NNHIP. These posts are actively supported by the NHS Transformation Team.

Developing INTs requires bottom-up change and adaptation to local contexts and involves experimentation, co-production with staff and communities, and learning from experience. Fellows will have the freedom to embrace flexibility and innovation within a supportive network, stretching their existing personal and professional limitations beyond the confines of a standard training programme.

Underpinning the experiential learning will be the opportunity to participate in the multi-professional Enhance Explore programme within their ICB footprint, which will support their knowledge and understanding of system working and thinking. The Enhance programme is a key vehicle for delivering the principles and understanding of the Ten-Year Plan. Fellows will be encouraged to undertake a Postgraduate Certificate in Clinical Practice, Management and Education using their Enhance learning and their fellowship project as the core material for their academic writing.

The leadership experiences from the post will help prepare the fellows to become professional leaders; these experiences include self-awareness, team working, learning how to set strategy, managing change and resource management. Fellows will have the opportunity to present their work to the Deanery, anchor institutions and professional networks to offer insights that impact GP and specialty training and practice. They will be encouraged to submit their work to national conferences.

The fellows will have the freedom to self-motivate and work independently, whilst also having a close network of support from within the Deanery as well as the wider NHSE network. There will be regular meetings to discuss project work, review progress, set objectives and review their personal development plan. They will report regularly to the GP School Senior Management committee who will provide oversight of the fellows from all specialties.

Potential projects

* Developing an embedded critical evaluation of the barriers and enablers to INT roll out in the chosen 'place' or places in Yorkshire & Humber.
* Establishing how education and training can be supported within INT pilots and rolled out across different teams.
* Supporting the establishment of locally focused INT service delivery with pivotal service-oriented projects. These will be determined locally; at the time of writing the details and focus of the INTs are not yet known, as each region is prioritising its services based on their population health needs, and with different regions at different stages of readiness. However, candidates should research the possibilities within their own areas and monitor local developments so they can discuss these at interview.

Examples of INT projects currently being delivered or under consideration within this region include:

* Learning Disability Health Checks – What, if any, barriers are there which limit the attendance of this cohort attending for their health checks?
* Travelling Community – Access to healthcare.
* High attendance at practices (worried well) - to enable patients to feel supported and confident in their health and reduce the need to attend surgery.
* Establishment and coordination of community and hospital MDTs supporting patients with frailty and complex needs to receive care and prevent escalation of needs.
* Development of locally enhanced diabetes support services, with annual diabetes reviews being held at a local health centre, with retinal screening and foot health checks available in the same visit, and targeted involvement of secondary care services.
* Community mental health hubs, including social prescribers, peer supporters, social care teams and recovery workers co-located with traditional clinical mental health teams

Projects will be developed alongside the local ICB teams, and by the time of taking up the post in August 2026, we expect there to be much more detail available to support the project choice.

The Primary Care School will be overseeing the fellows, irrespective of their professional background. The School has hosted a number of successful Leadership Fellow posts previously and examples of their work are given here:

GP Generalist School Fellow:

* Led development of national Enhance WPBA workbooks for GP trainees. The workbooks are now with the RCGP for approval and subsequent deployment.
* Designed and delivered Generalist-themed full-day GP training conference for 800 YH GP trainees in collaboration with the School Curriculum team and a group of leadership fellows
* Developed a framework for generalist ITP posts for GP trainees in YH, currently being considered by GP School senior team
* Worked with the national Enhancing Generalist Skills team to support GP implementation, includingcontributing to the national enhance leadership guide as a co-author and co-designing a framework for organising a wellbeing conference.
* Presentations at local, regional and national events including the Hull Educational and Training (HEAT) conference, Primary Care Educators’ Summit, Harrogate and District NHS Hospital Grand Rounds, YH Health Equity Day and GP trainee conference and the Humber Generalist School Stakeholder event
* Co-designed and facilitated Enhance digital/wellbeing workshop at the Valuing Healthcare Educators Conference in Warwick run by the Committee of GP Education Directors (COGPED) and Conference of Postgraduate Medical Deans of the United Kingdom (COPMeD)
* Posters at national RCGP conference and regional FLP and HEAT conferences
* Supported the Bridging the Gap event, a virtual careers day for Foundation doctors
* Observed the RCGP UK Council Meeting
* Attended Public Health Primary Care Special Interest Group meeting
* Interview panellist for GP trainer position
* Contributed to shortlisting and interviewing processes for FLP fellow position
* Co-presented ‘BMJ Best Practice: An Overview’ at the FLP bi-monthly meeting at the York Postgraduate Medical Centre
* Contributed to regional teaching focus group discussion aimed at improving delivery of teaching to PG DiTs in the Yorkshire region
* Contributed to Humber Generalist School strategy planning
* Featured on the Hidden Healthcare Leaders podcast
* Humber Generalist School sponsor/tutor
* BMJ clinical champion
* AiT Lead for RCGP Humber and the Ridings Faculty
* Attended multiple leadership and management courses covering a wide range of topics including business, health economics and psychology:
* Visiting Lecturer to University of Leeds’ College of Medicine, teaching 2nd and 3rd year medical students (Individuals and Population module and Consultation skills respectively)
* Undergraduate medical students essay marking (Individual and Populations module)
* Completed PG Cert in Clinical Practice, Management and Education (started prior to the FLP)
* Completed 1st year 1 (60 credits) of 2-year Master in Public Health (MPH) programme

Other Fellows

Fellow 1:

* Quantitative and qualitative analysis of CQC reports for every practice in all level 1 IMD (most deprived) and level 10 IMD (least deprived) areas across Yorkshire and Humber.
  + Analysis of Patient Participation Groups (PPGs)
  + Analysis of common activities and impacts of PPGs
  + Academic collaboration with University of Manchester
  + First author of paper submitted to BJGP
  + Presentation at Society for Academic Primary Care Conference (SAPC) and poster presentation at the RCGP Conference
  + Worked with PPGs to encourage participation
* Evaluation of Trailblazer Post-CCT GP Fellowship Scheme
  + Independent and objective quantitative and qualitative analysis
  + Collaboration with the GP Working Life Survey Team at Manchester to evaluate the working life of Trailblazer GPs against non-Trailblazer GPs and host practices in the short-tern and longer-term
  + Appointed as Honorary Research Associate at The University of Manchester.
  + Attended GP Educators events to understand how the 'system' works and to demystify things like the study leave and ARCP process
  + Attended GP School Senior Management Team meetings
* PGCert in Public Health
* Attended Humber Generalist School Enhance programme

Fellow 2:

* Examined ARCP Outcomes and trainee wellbeing with the Y&H GP School.
* Identified contributing factors for rising numbers of issued ARCP Outcome 5 (incomplete evidence).
* Raised awareness of these common causative issues amongst the GP School faculty and individual trainers at training events.
* Educated trainees on how to avoid the identified common portfolio errors.
* Advocated for trainee experience at Y&H GP School discussions and events.
* Successfully contributed to a significant reduction in Outcome 5s at ARCP for Y&H GP Trainees.
* Presented at RCGP national meeting in London.
* Presented project poster at the Future Leaders Conference (second prize)
* Participated in panel discussions at the Future Leaders Conference and Y&H GP Trainee conference.
* Worked as a visiting lecturer and module tutor for medical students at the University of Leeds
* PGCert Clinical Education

Fellow 3:

* Worked with the YH GP School team to design and implement a 2-week shadowing period for International Medical Graduates (IMGs) starting GP training.
* Delivered a regional IMG Virtual Networking Pilot, fostering peer support and professional development opportunities for IMGs within the region.
* Leadership role in updating and adapting the regional IMG Handbook.
* Delivery of workshops at regional and national events covering topics such as medical education, leadership development, and health inequalities.
* Worked closely with conference teams to plan and execute national and regional conferences such as Levelling the Field A-Line Conference, a two-day conference on diversity and inclusion in December 2022, Health Inequalities Day, and the IMG conference.
* Worked with the GP School team to establish and manage a peer mentoring program for GP trainees within the region. Contributed to the training of potential mentors, ensuring they were equipped with the necessary skills to support their mentees effectively.
* EDI (Equality, Diversity, and Inclusion) co-lead of the Trainee Executive Forum.
* Visiting Lecturer with the University of Leeds.
* PGCert in Medical Education with the University of Warwick.
* Various poster presentations at Regional Conferences, including the Future Leaders Conference
* Participation in interviewing panels for various regional roles.
* Peer mentor for GP trainees based in Leeds

Fellow 4:

* Developed a medical student specialty handbook for all English medical students.
* Organised and ran a Yorkshire GP trainee health inequality conference.
* Partnered with colleague to deliver health inequality quality improvement project teaching to GP trainees across Yorkshire.
* Teaching sessions on compassion.
* Developed teaching resources for secondary care.
* Developed podcasts for FairHealth, a health inequalities charity
* PGCert Medical Education, University of Nottingham

Fellow 5:

* Designed and delivered Health Equity focussed Quality Improvement teaching to GP trainees across Yorkshire.
* Co-organised and led the GP School Health Inequalities Regional teaching day for 570 trainees.
* Collaborated with the Student Fairhealth society to deliver a student health inequalities event ‘Living on the margins- our stories and you’.
* Organised and led a ‘Next Generation GP’ cohort for South Yorkshire delivering 5 inspiring evening sessions with local and national leaders.
* Contributed to a new FairHealth online teaching module- Health inequalities in secondary care.
* Became a befriender to a socially isolated local woman in the community.
* Article published in RCGP InnovAIT journal entitled ‘Eligibility for Free Healthcare’
* PG Cert Teaching and Learning in the Clinical Environment, Edge Hill University

Fellow 6:

* Introduced a programme of community placements for GP trainees across Yorkshire and formally evaluated its educational impact using qualitative methods in collaboration with the HYMS Academy of Primary Care. Presented and published.
* A scoping review of the published literature around interventions to tackle health inequalities in primary care - ongoing (planned for publication).
* Committee member organising the South Yorkshire GP Trainee Conference.
* Coordinated and taught on the Deep End Masterclass in Health Inequity at Sheffield Medical School
* Assisted in the organisation and delivery of the ‘Next Generation GP’ programme, a leadership programme for first five GPs and GP trainees.
* Assisted in teaching delivered to GPs as part of the ‘Trailblazer’ programme.
* Organised and delivered a patient participation research group.
* Attended a number of conferences including the Exceptional Potential of General Practice conference and the RCGP conference (assisted with delivery of a seminar).
* Attended a number of development courses through the leadership fellowship programme including research skills, presentation skills and interpersonal in skills and had a number of shadowing opportunities (attended RCGP council, shadowed doctors in refugee and prison health).

Fellow 7:

* Main project: supporting young carers in schools in combination with local charities
  + Publication in the British Journal of School Nursing
  + Publication in the British Journal of General Practitioners.
* On the organising committee for the Annual Future Leaders conference
* Achieved a distinction in PGCert in medical leadership with Sheffield Hallam University
* Co-created and delivered an educational leadership programme for newly qualified GPs with the support of the RCGP

Fellow 8:

* Large study into effectiveness of Paramedics in primary care leading to Paper being submitted for peer review into new ways of working in Primary Care
  + Presented as short paper at RCGP conference
* Contributed to designing curriculum outcomes
* Delivered undergraduate medical leadership development programmes
* Sat on RCGP advisory panel into IBD
* Two National Posters including RCGP National Conference
* Three regional posters including Regional ACP Conference and Regional Leadership Conference

Fellow 9:

* Organised regional GP trainee conference
* Co-developer of a paired GP and paediatric paired learning
* Project member of the FLP conference organising committee
* Helped deliver leadership workshops to GP trainees
* Member of Doncaster council health inequalities group
* Organised regional teaching on health inequalities for GP trainees - poster presented at FLP conference
* PG Cert in Medical leadership from Sheffield Hallam University

Fellow 10:

* Four National Posters
  + RCGP conference
  + FMLM conference
  + Developing Excellence in Medical Education conference
  + Poster for Future Leadership Programme conference
* New guidance written for HEE website
* Delivered leadership teaching sessions at University of Sheffield, Leeds University and multiple HDR sessions
* PG Cert in Medical Education

Fellow 11:

* Organised the South Yorkshire and Clumber GPST Conference
* Set up and coordinated Action Learning Sets locally
* Involved in the Paired Learning Programme that was run at HEE Y+H
* Kings fund - Emerging Clinical Leaders Programme
* Fair Health: online hub for Health Inequalities education for Primary Care Professionals
* ST3 Swap project- ST3 trainees swapping clinical sessions in practices with different demographics to increase experience of a breath of patients from different sociocultural backgrounds.
* Multi agency workshop for Roma Slovak Health Issues- funded by Health Inequalities Steering Group at Sheffield CCG.
* Health Inequalities teaching days
* Deep End GP video diaries
* Trailblazer programme
* Community Placement programme
* Posters
  + Future Leaders Programme Conference
  + Doctors in Deprivation Day