# Future Leaders Programme

## Leadership Fellow Integrated Neighbourhood Health Teams (INTs) Person Specification 2026

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| Entry Criteria – Specialty Trainees |
| **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 professionals |
| **Essential Criteria (at post start date)** | **When Evaluated** |
| * Pharmacy professional in a Yorkshire and the Humber training programme
* 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** | **When Evaluated**  |
| **Knowledge and Achievements**  |
| * Interest in clinical and educational leadership and innovation.
* An interest in working with learners or doctors in training in an educational context.
* Interest in the workforce transformation agenda.
* Active involvement in reflective practice and up to date with e-portfolio.
* An interest in the NHS, its structures and processes, including an understanding of healthcare/multi-professional workforce matters.
 | Application form / Interview |
| **Skills and Abilities**  |
| * Willingness to develop leadership skills and an ability to influence and motivate others.
* Ability to problem solve and maintain objectivity.
* Strong interpersonal communication, written and presentation skills.
* Ability to quickly establish personal and professional credibility with colleagues and other key stakeholders.
* Excellent organisational and time management skills.
* Committed to own personal development and an ability to support others to develop and progress.
 | Application form / Interview |
| **Teaching** |
| * Enthusiasm and experience in teaching clinical, professional and/or leadership skills in the workplace or training environment.
 | Application form / Interview |
| **Personal Attributes** |
| * Independent, self-motivated learner
* Strong organisational and communication skills
* Courage; willingness to try new things and learn from failure
* Flexible, open minded approach
* Honesty and integrity
 | Application form / Interview |