# 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 |