

Improvement Academy Leadership Fellow

Person Specification

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+ - Specialty and Associate Specialist (SAS) Doctors - 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

Entry Criteria –	
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

Selection Criteria		
Essential	Desirable	When Evaluated
Knowledge and Achievements		
- Ability to provide a complete employment history - Evidence that career progression is consistent with personal circumstances - Evidence that present achievement and performance is commensurate with totality of period of training - At least 24 months (full time equivalent) experience in specialist training (not including Foundation modules)		Application form / Interview
Skills and Abilities		
- Evidence of leadership experience - Clear vision of role of clinical leadership fellow - Demonstrates potential to further develop leadership skills	Evidence of previous leadership roles	Application form / Interview

Research		
• Demonstrates understanding of the basic principles of improvement, clinical risk management & evidence-based practice • Understanding of basic research principles, methodology & ethics, with a potential to contribute to research • Evidence of active participation in audit or quality improvement	• Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements • Evidence of participation in risk management and/or research	Application form / Interview
Personal Attributes		
Judgement Under Pressure: • Capacity to operate effectively under pressure & remain objective in highly emotive/pressurised situations • Awareness of own limitations & when to ask for help Communication Skills: • Capacity to communicate effectively & sensitively with others Problem Solving: • Capacity to think beyond the obvious, with analytical and flexible mind • Able to bring a range of approaches to problem solving Situation Awareness: • Capacity to monitor and anticipate situations that may change rapidly Decision Making: • Demonstrates effective judgement and decision-making skills Organisation & Planning: • Capacity to manage time and prioritise workload, balance urgent & important demands, follow instructions • Understands importance & impact of information systems • Understands equality and diversity issues and how this affects patients, visitors and staff • Understands Information Governance and Confidentiality		Application form / Interview