

## BHNFT FLP Person Specification 2020

### Job Description

Clinical Leadership and Management Fellow – Education, Quality Improvement and Innovation

Barnsley NHS Foundation Trust

12 months Fixed Term Opportunity.

### Job Title

Fellow in Clinical Leadership and Management: Education, Quality Improvement and Innovation

### Post Details

*Entry criteria – medical professionals:*

- Medical Specialty Trainee: ST3+ / GPST2+
- Public Health Registrars: ST3+
- 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

*Entry criteria – other healthcare professionals:*

- AfC Band 6 (or higher) NHS Healthcare Professional including: Nurses, Pharmacists, Biomedical Scientists / Healthcare Scientists, and Allied Health Professionals.
- 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

*Local Education Provider:* Barnsley Hospital NHS Foundation Trust

*Accountable to:* Dr Joanne Beahan – Educational Supervisor Deputy Medical Director

Person Specification			
	ESSENTIAL	DESIRABLE	WHEN EVALUATED
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Doctors require membership examinations in chosen specialty</li> <li>Appropriate AfC band 6 (or higher) job role in nursing or allied specialty</li> </ul>	<ul style="list-style-type: none"> <li>Distinction, prizes or honours during Postgraduate training</li> </ul>	Application form
<b>Experience</b>	<ul style="list-style-type: none"> <li>Previous co-ordination or management experience either at undergraduate or postgraduate level within or without health care acceptable, but must not have held had significant dedicated management or leadership positions before</li> </ul>	Evidence of project management effecting change Experience with managing junior staff and dealing with clinical incidents	Application form/Interview/ Selection centre
<b>Eligibility</b>	Doctors require: <ul style="list-style-type: none"> <li>Eligible for full registration with the GMC at time of appointment and hold a current licence to practice.</li> <li>Hold an NTN at CT3 or above in a recognised Health Education Yorkshire and Humber training programme</li> <li>Satisfactory progression through training as evidenced by satisfactory RITA/ARCP outcomes and relevant speciality examination.</li> <li>Eligibility to work in the UK</li> </ul> Nursing and Allied Health Professionals require <ul style="list-style-type: none"> <li>Eligible for full registration with the NMC or other relevant governing body, at time of appointment and hold a current licence to practice</li> <li>Appropriate band 6 or equivalent position</li> <li>Satisfactory progression through chosen career path to current position</li> <li>Eligibility to work in the UK</li> </ul>		Application form

<b>Teaching</b>	<ul style="list-style-type: none"> <li>Enthusiastic and experienced in teaching clinical skills in the workplace or training environment</li> </ul>	<ul style="list-style-type: none"> <li>Completed Generic Instructor course</li> <li>Has successfully completed a 'training the trainers' or 'teaching skills' course</li> <li>Presentations at local/regional/nation-al meetings</li> </ul>	Application form/Interview/Selection centre
<b>Fitness To Practise</b>	Is up to date and fit to practise safely		Application form References

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>WHEN EVALUATED</b>
<b>Career Progression</b>	<ul style="list-style-type: none"> <li>Ability to provide a complete employment history</li> <li>Evidence that career progression is consistent with personal circumstances</li> <li>Evidence that present achievement and performance is commensurate with totality of period of training</li> </ul>		Application Form Interview/Selection centre
<b>Safety &amp; Quality improvement</b>	<ul style="list-style-type: none"> <li>Experience of quality &amp; safety improvement in training</li> <li>Ability to understand safety and quality processes and improve these</li> </ul>		Application form Interview
<b>Probity</b>	<p><b>Professional Integrity:</b></p> <ul style="list-style-type: none"> <li>Takes responsibility for own actions</li> <li>Demonstrates respect for the rights of all</li> <li>Demonstrates awareness of ethical principles, safety, confidentiality &amp; consent</li> </ul>		Application Form Interview/Selection centre References

<b>Academic/ Research Skills</b>	<b>Research Skills:</b> <ul style="list-style-type: none"> <li>• Demonstrates understanding of the basic principles of audit, clinical risk management &amp; evidence-based practice</li> <li>• Understanding of basic research principles, methodology &amp; ethics, with a potential to contribute to research</li> <li>• Audit: Evidence of active participation in audit</li> <li>• Teaching: Evidence of contributing to teaching &amp; learning for others</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of relevant academic &amp; research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements</li> <li>• Evidence of participation in risk management and/or clinical/laboratory research</li> </ul>	Application Form Interview/Selection centre
<b>Leadership</b>	<ul style="list-style-type: none"> <li>• Evidence of leadership experience</li> <li>• Clear vision of role of leadership fellow</li> </ul>	Evidence of previous leadership roles	Application form Interview

	ESSENTIAL	DESIRABLE	WHEN EVALUATED
<b>Health</b>	Meets professional health requirements (in line with GMC standards/ Good Medical Practice, NMC or equivalent governing body standards)		Application Form Pre-employment health screening

<p><b>Personal Skills</b></p>	<p><b>Judgement Under Pressure:</b></p> <ul style="list-style-type: none"> <li>• Capacity to operate effectively under pressure &amp; remain objective in emotive/pressurised situations</li> <li>• Awareness of own limitations &amp; when to ask for help</li> </ul> <p><b>Communication Skills:</b></p> <ul style="list-style-type: none"> <li>• Capacity to communicate effectively &amp; sensitively with others</li> <li>• Excellent written and verbal communication skills</li> </ul> <p><b>Problem Solving:</b></p> <ul style="list-style-type: none"> <li>• Capacity to think beyond the obvious, with analytical and flexible mind</li> <li>• Capacity to bring a range of approaches to problem solving</li> </ul> <p><b>Situation Awareness:</b></p> <ul style="list-style-type: none"> <li>• Capacity to monitor and anticipate situations that may change rapidly</li> </ul> <p><b>Decision Making:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates effective judgement and decision- making skills</li> </ul> <p><b>Organisation &amp; Planning:</b></p> <ul style="list-style-type: none"> <li>• Capacity to manage time and prioritise workload, balance urgent &amp; important demands, follow instructions</li> </ul> <p><b>Excellent interpersonal skills</b></p> <ul style="list-style-type: none"> <li>• Evidence of ability to present oneself in an organised, professional manner</li> <li>• Evidence of understanding of the importance of team work</li> <li>• Experienced with Microsoft Word including PowerPoint, word-processing and spread sheet software</li> <li>• Able to travel within Yorkshire and the Humber and UK.</li> </ul>		
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