**Future Leaders Programme**

**Person Specification Y&H GP School Posts**

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| **Entry Criteria – Specialty Trainees,** |
| **Essential Criteria (at post start date)** | **When evaluated** |
| Medical Specialty Trainee: GPST2+ * 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 – Other healthcare professionals\* - for wider workforce post applications only** |
| **Essential Criteria** | **When evaluated** |
| * 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
 | Application Form / By the post start date  |

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| **Selection Criteria** |
| **Criteria** | **When evaluated** |
| **Knowledge and Achievements** |
| * An interest in working with learners or doctors in training in an educational context.
* Interest in clinical and educational leadership and innovation, multi-professional teams.
* 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** |
| * Enthusiastic and experience in teaching clinical and or leadership skills in the workplace or training environment
 | Application Form /Interview |