**Clinical Leadership Fellow**

**Job Description**

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| Job Title: | Leadership Fellow - Climate Change and Anaesthesia |
| Number of posts:  Department: | 1  School of Anaesthesia, Health Education Yorkshire and the Humber |
| Responsible to: | Dr Frank Swinton, Climate Change Lead, West Yorkshire and Harrogate Health Care Partnership. Consultant Anaesthetist Airedale Hospital  Dr Jill Horn – Joint Head of School of Anaesthesia and ICM, Health Education England Yorkshire and Humber (HEE YH). Consultant Anaesthetist, Bradford Royal Infirmary  Dr Phil Jackson – Joint Head of School of Anaesthesia and ICM, Health Education England Yorkshire and Humber (HEE YH). Consultant Anaesthetist and ICM, Leeds Teaching Hospitals NHS Trust |
| Accountable to: | Sarah Kauffman, Deputy Postgraduate Dean for Anaesthesia. |
| Duration: | 1 year out of programme opportunity. There is no clinical component to this role. |
| Base: | Duties will be undertaken throughout locations in HEYH: preliminary work is likely to be focused in West Yorkshire but the successful applicant will be encouraged to base projects across HEYH within suitable trusts. |
| Length of post: | 1 year |
| Contracted hours: | 40 hours per week |

# **Aims of the post**

Work to reduce the environmental impact is key to reducing health inequalities because climate disruption is disproportionately affecting the less affluent. As climate change gets worse, societal inequalities will widen in a vicious cycle.

In the current pandemic/post pandemic world, there much discussion about how we rebuild society in a way which is less unequal, healthier and more environmentally friendly. It is a very exciting and dynamic time in sustainability leadership.

There is a legal obligation to reduce our carbon footprint under the 2008 climate change act and, to address this, the use of vapours is named in the NHS Long-term Plan. An anaesthetist is therefore ideally placed to change practice in Yorkshire and Humber.

Furthermore, the 2021 Curriculum for CCT in Anaesthesia includes a requirement to consider the environmental impact of healthcare and the principles of sustainable clinical practice at all levels of training.

This clinical leadership fellow will be responsible for collecting data regarding the environmental impact of anaesthesia services and subsequently devising, implementing and monitoring strategies to reduce that impact.

The fellowship will have the following key aims:

* Gather data about the environmental impact of anaesthesia in Y&H
* Raise awareness of the environmental impact of Anaesthesia among clinical staff, service leads and integrated care partnerships
* Identify projects that may reduce the carbon footprint arising from anaesthesia and surgery - these may include, but are not limited to
  + Facilitating the training of colleagues in the use of low carbon anaesthetic techniques
  + Investigating options for reducing use of single-use item in theatre
  + Increasing re-cycling of waste generated in operating theatres.
* Facilitate the collaboration between different NHS trusts/anaesthesia departments to reduce the environmental impact of anaesthesia across HEYH
* Educate and support colleagues around the region to make these projects sustainable
* Review the impact of any interventions and ensure continued progress

**Post Duties and Description**

The causes and solutions to climate change are a rich and nuanced study in complex social systems and it is widely agreed that we will not be able to address them without an equally nuanced and comprehensive systems approach which incorporates huge diversity of thought. There will be a need to lead by influence and by appealing to people’s human side. These “soft” skills are hard to learn but enormously valuable. Significant time will be given over to reflection on these skills, and others, in order to ensure that they are honed as much as possible in the given time.

The Leadership fellow will be expected to

* Gain insight into the complexity of health care management at different levels which are not normally accessed in the course of traditional speciality training. Working alongside Dr Swinton, the fellow will have direct access to senior leadership at local, regional and national level. Dr Swinton is a Consultant Anaesthetists at Airedale General Hospital in West Yorkshire, he has an MSc in Strategic Leadership towards Sustainability, he sits on the Association of Anaesthetists’ Environment Committee (and their sub group specifically looking at anaesthetic vapour usage), he is also the Climate Change Lead for one of the integrated care systems in the region (West Yorkshire Health Care Partnership).
* Collect information about ongoing projects in environmental sustainability currently underway in anaesthesia across Y&H and increase/co-ordinate collaboration between units
* Explore strategies to reduce vapour use, increasing the use of more environmentally friendly techniques and ensuring sustainability
* Lead on such projects, applying recognised QI methodology
* Provide regular updates on the progress of projects undertaken to the supervisor and Heads of School
* Consider how environmental strategies can be scaled up from small local projects to regional and, potentially, national level
* Develop an educational strategy to improve knowledge about the environmental impact of anaesthesia and surgery for colleagues, both medical and non-medical, across Y&H
* Develop professional relationships with a range of clinical and non-clinical managers eg.in procurement, waste management, education and business to raise the profile of sustainability within the scope of organisational strategy and thereby facilitate collaboration with frontline staff
* Participate in peer learning via the Future Leaders Programme
* Meet weekly with Dr Swinton as the named Educational Supervisor and every 2-3 months with Heads of School to review personal development.
* Ensure infrastructure is in place to allow appropriate succession planning for subsequent Fellowships and continued expansion of Sustainable Anaesthesia projects

**Assessment**

This will be formative throughout the year.

The fellow will be expected to produce a report of their activity during the year. This would likely take the form of

1. A report on the development and progress of projects and events
2. A report on any measurable output of projects against the key aims outlined above eg. trusts engaged, attendance rates at educational events, any other relevant outcomes.
3. A report on personal development including reflections on the challenges faced and insight gained from feedback

The fellow will also be expected to complete a Postgraduate Course related to projects undertaken (see below).

**Supervision**

The fellow will have significant autonomy over the project. They will be responsible for planning and executing the project, including their own training. This does not mean that the fellow will be abandoned to do their own thing. Dr Swinton will meet with them regularly (weekly as a minimum) to coach, steer, oversee and advise. There will be lots of opportunity to be involved with Dr Swinton in his work in the hospital, integrated care system and nationally.

Dr Swinton is a trained coach and will offer personal development coaching to the fellow as well as ensuring that they gain access to leadership development opportunities and training at both Airedale hospital and West Yorkshire and Harrogate level.

In addition, the Heads of School – Dr Jill Horn and Dr Phil Jackson – will provide further oversight. They will support the development of educational projects around sustainability within the school which will be beneficial to the wider trainee body and also provide guidance regarding the fellow’s personal and professional development in the context of a career in anaesthesia

**General duties and description of a Clinical Leadership Fellowship**

There is a wide range of educational and developmental opportunities provided by the Future Leaders Programme. The Fellow will also be expected to undertake a funded academic component, such as a Postgraduate Certificate, with a leadership component.

There are several post graduate courses available which are applicable to this fellowship. For instance, there might be an opportunity to study Leadership in Complexity in the context of Sustainability, Quality Improvement in the context of sustainability or Sustainable leadership.

There will be opportunity to write up the project as a case study for the NHS Sustainable Development Unit as a way in which regional practice can be changed given sufficient time for training and education.

There will be an opportunity to gain insight into the other climate change initiatives ongoing in across the region, within West Yorkshire and Harrogate and within the Association of Anaesthetists Environmental Committee which will give a broader view of the problem, challenges, solutions and leadership required.

This Fellowship is aimed at anaesthetists within the Yorkshire and the Humber region. Every effort will be made to reduce commuting and unnecessary travel in line with the values of an environmental sustainability fellowship. This will be done by utilising video conferencing options where possible, and targeting Trusts and institutions close to the successful applicant’s base hospital. However, there are some components of this fellowship, for example opportunities within the West Yorkshire Healthcare Partnership, that may necessitate some travel to West Yorkshire locations.

**PERSON SPECIFICATION**

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| **POST: Clinical Leadership Fellow** | | | |
| **REQUIREMENTS** | **ESSENTIAL** | **DESIRABLE** | **METHOD OF ASSESSMENT** |
| **ELIGIBILITY/QUALIFICATIONS** | Medical Specialty Trainee: 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 | Higher degree or higher-based degree (including an intercalated degree)  Distinction, prizes or honours during postgraduate training | Application form  Pre-Employment check |
| **FITNESS TO PRACTISE** | Is up to date and fit to practise safely |  | Application form  References |
| **LANGUAGE SKILLS** | All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues demonstrated by one of the following:   * That applicants have undertaken undergraduate medical training in English;   or   * have achieved the following scores in the academic International English Language Testing System (IELTS) in a single sitting within 24 months at time of application – Overall 7, Speaking 7, Reading 7, Writing 7.   If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence. |  | Application form  Interview/Selection centre |
| **CLINICAL EXPERIENCE** | Have evidence of achievement of foundation competences from a UKFPO affiliated Foundation Programme or equivalent by time of appointment in line with GMC standards/Good Medical Practice  **And**  Evidence of achievement of CT/ST1 and CT/ST2 competences in any specialty by the commencement of the post  The above routes must be supported by evidence from work-based assessments of satisfactory clinical performance (DOPS, Mini-CEX, CBD, ACAT) and multi-source feedback and ARCP or equivalent  Or equivalent, including work overseas. | Well-presented log book or professional portfolio  Understanding and experience of Anaesthetic practice within UK hospital system including departmental dynamics, anaesthetic pharmacology, theatre geography and equipment usage | ARCP and eportfolio evidence  Application form  Interview/Selection centre |
| **HEALTH** | Meets professional health requirements (in line with GMC standards/Good Medical Practice) |  | Pre-employment health screening |
| **LEADERSHIP** | Evidence of leadership self-awareness | Knowledge of leadership competencies and demonstration of their attainment  Demonstration of commitment to leadership as part of a future career. | Application form  Interview |
| **TEACHING** | Experienced in teaching in the workplace and or training environment. | Successful completion of educational programmes in quality, safety, simulation or leadership | Application form  Interview  References |
| **RESEARCH/AUDIT** | Evidence of active participation in QI project. | Involvement in a clinical or improvement project delivery with visible results  Peer reviewed presentations and publications | Application form  Interview  References |
| **PROBITY** | Professional Integrity  Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality)  Capacity to take responsibility for own actions |  | Application form  Interview / Selection  centre  References |
| **SKILLS AND BEHAVIOURS** | A positive and proactive response to service users based on a commitment to patient safety, high standards of service and continuous improvement.  A demonstrable expertise in understanding and using information technology  Cultural awareness with sound understanding of and positive approach to diversity.  Excellent communication skills, able to establish and maintain credibility with medical colleagues and persuade and influence where necessary.  Good organisational skills, able to demonstrate flexibility, maintain a strategic perspective, analyse complex issues and identify potential solutions.  Accept responsibility and accountability for own actions and decisions.  Exhibits the positive values in their behaviour; of being patient centred, fair, collaborative, accountable and empowering people |  | Application form  Interview  References |