# Job Description for Leadership Fellow for Yorkshire and Humber GP School 2023-24

## GP School-based post (100% WTE OOPE) - GP School Generalist Skills Expansion

## 12 months Fixed Term Opportunity

School: General Practice Postgraduate School. The successful candidate will be expected to travel across the region for meetings and development.

Responsible to: Dr Caroline Mills (Primary Care Dean) / Miss Helen Cattermole (Head of Generalist School & GP Associate Dean) / Dr Dominic Shirt (GP Associate Dean)

The post: This is an exciting opportunity for the successful candidate to influence and improve the training of General Practice professionals in Yorkshire and the Humber. The core focus of the year is to develop leadership skills whilst undertaking a variety of projects related to the expansion of generalist skills (both generalist clinical skills and generalist behavioural skills) relating to curriculum delivery within the School, and coordinating this approach with similar work within other Schools in the region.

It is expected that the successful candidate will work individually and collaboratively on projects tailored to their individual leadership development needs. The fellow will work directly with trainees, trainers and local administrators whilst also contributing to senior management teams within the School. The successful candidate will also liaise with other national bodies involved in the workforce and training strategies being implemented, including local Integrated Care Boards, the national HEE Enhance team, the Royal College of GPs and Higher Education Institutes. The leadership experiences from the post will help prepare the fellow to become a medical leader; these experiences include self-awareness, team working, learning how to set strategy, managing change and resource management.

The fellow will participate in a wide range of additional activities throughout the year including recruitment, ARCP panels and representing the School at local, regional and national events. It is expected that the successful candidate will participate in the regional multi-professional Generalist School programme, and will present their work at the annual Royal College of GPs Conference or equivalent. They will also be encouraged to take an active role in the Future Leaders Programme.

The successful candidate will be supported to complete a 1 year qualification tailored to their needs (e.g. Postgraduate Certificate in Medical Leadership or Medical Education or similar).

The fellow will have the freedom to self-motivate and work independently, whilst also having a close network of support from within the School from the School Leads and Tutors as well as the wider HEE network. There will be regular meetings to discuss project work, review progress, set objectives and review their personal development plan. They will report regularly to the GP School Senior Management committee.

Potential projects

* Development and delivery of GP School Generalist Skills training programme (both clinical and behavioural skills), focusing particularly on areas such as population health, inequalities and sustainability
* Coordination of the expansion of Generalist Skills training with other Schools e.g. Public Health, Foundation, Medicine and Psychiatry to ensure efficiency and value, as well as cross-specialty learning
* Roll-out of place-based teaching for multi-professional generalist skills training, requiring liaison with, for example, Integrated Care Boards and local universities
* Integration of enhanced generalist skills with GP curricular requirements

This is a new post and project so there are no directly relevant Leadership Fellow projects and outputs for comparison, however the GP School has hosted a number of Leadership Fellow posts previously and examples of their work are given here:

Fellow 1

* Introduced a programme of community placements for GP trainees across Yorkshire and formally evaluated its educational impact using qualitative methods in collaboration with the HYMS Academy of Primary Care. Presented and published.
* A scoping review of the published literature around interventions to tackle health inequalities in primary care - ongoing (planned for publication).
* Committee member organising the South Yorkshire GP Trainee Conference.
* Coordinated and taught on the Deep End Masterclass in Health Inequity at Sheffield Medical School
* Assisted in the organisation and delivery of the ‘Next Generation GP’ programme, a leadership programme for first five GPs and GP trainees.
* Assisted in teaching delivered to GPs as part of the ‘Trailblazer’ programme.
* Organised and delivered a patient participation research group.
* Attended a number of conferences including the Exceptional Potential of General Practice conference and the RCGP conference (assisted with delivery of a seminar).
* Attended a number of development courses through the leadership fellowship programme including research skills, presentation skills and interpersonal in skills and had a number of shadowing opportunities (attended RCGP council, shadowed doctors in refugee and prison health).

Fellow 2:

* Main project: supporting young carers in schools in combination with local charities
  + Publication in the British Journal of School Nursing
  + Publication in the British Journal of General Practitioners.
* On the organising committee for the Annual Future Leaders conference,
* Achieved a distinction in PGCert in medical leadership with Sheffield Hallam University
* Co-created and delivered an educational leadership programme for newly qualified GPs with the support of the RCGP

Fellow 3:

* Large study into effectiveness of Paramedics in primary care leading to Paper being submitted for peer review into new ways of working in Primary Care
  + Presented as short paper at RCGP conference
* Contributed to designing curriculum outcomes
* Delivered undergraduate medical leadership development programmes
* Sat on RCGP advisory panel into IBD
* Two National Posters including RCGP National Conference
* Three regional posters including Regional ACP Conference and Regional Leadership Conference

Trainee 4:

* Organised regional GP trainee conference
* Co-developer of a paired GP and paediatric paired learning
* Project member of the FLP conference organising committee
* Helped deliver leadership workshops to GP trainees
* Member of Doncaster council health inequalities group
* Organised regional teaching on health inequalities for GP trainees - poster presented at FLP conference
* PG Cert in Medical leadership from Sheffield Hallam University

Trainee 5:

* Four National Posters
  + RCGP conference
  + FMLM conference
  + Developing Excellence in Medical Education conference
  + Poster for Future Leadership Programme conference
* New guidance written for HEE website
* Delivered leadership teaching sessions at University of Sheffield, Leeds University and multiple HDR sessions
* PG Cert in Medical Education

Trainee 6:

* Organised the South Yorkshire and Clumber GPST Conference
* Set up and coordinated Action Learning Sets locally
* Involved in the Paired Learning Programme that was run at HEE Y+H
* Kings fund - Emerging Clinical Leaders Programme
* Fair Health: online hub for Health Inequalities education for Primary Care Professionals
* ST3 Swap project- ST3 trainees swapping clinical sessions in practices with different demographics to increase experience of a breath of patients from different sociocultural backgrounds.
* Multi agency workshop for Roma Slovak Health Issues- funded by Health Inequalities Steering Group at Sheffield CCG.
* Health Inequalities teaching days
* Deep End GP video diaries
* Trailblazer programme
* Community Placement programme
* Posters
  + Future Leaders Programme Conference
  + Doctors in Deprivation Day