**Job Description**

**12 months Fixed term Opportunity**

Future Leader – Medical Education

The Rotherham NHS Foundation Trust

August 2023

The Rotherham Foundation Trust wishes to offer a unique opportunity to an enthusiastic Health Care professional to work full time as a member of the Education Team and alongside the Executive Team.

This post, offered in collaboration with the Health Education England Yorkshire and the Humber and the University of Sheffield, will offer the successful applicant the opportunity to develop as a clinical leader and develop management skills in a 12 month out of programme opportunity.

The Future Leader will be involved in a number of local projects both within the Executive and Medical Education Team.

They will be directly managed by the Associate Medical Director - Medical Education, Dr Jon Clark and will have regular 1:1 opportunities during the year with the Medical Director, Dr Callum Gardner.

They will also have the opportunity to shadow members of the Executive team across areas of their activities, to broaden knowledge of the challenges of working in an acute hospital.

Specific projects will be supported by the appropriate Executive team member.

* Working with the Medical Director to create and support a Trainee Leadership Forum.

The Future Leader will work with the Associate Medical Director - Medical Education and the Medical Education Manager on a number of projects including:

* Design and implement an electronic educational opportunity booking system for the trainees. For example, non primary specialty clinics for IM Stage 2 trainees.
* Application of Virtual Reality in Medical Education. Can this be brought to Rotherham?
* Trainee Wellbeing. Working with the trainees on their needs and what resources are available. Identify areas of concern, and working to provide solutions. Using the NHS’s People Plan to support and prompt a compassionate and inclusive culture. A key theme will be compassionate leadership with a focus on how to develop this and promote cultural change within a workplace. The concept of psychological safety goes alongside this.
* Working with the Clinical Education Team to identify the needs and creating a programme to support International Medical Graduates.

As a Trust, we want to look at collaboration with our non-medical colleagues to have a better use of resources as well as improving inter-professional training and working.

* Working with the Education Matron from the Chief Nurse Team to review available resources and development inter-professional training opportunities and multi-professional teaching programme.
* Alongside this, working with Dr Matthew Roycroft from the Division of Medicine and HEE to increase the multi-professional workforce within medicine, as described in chapter 4 of The NHS Long Term Plan. Designing and implementing a solution to increase Advanced Clinical Practitioners and Physician Associates within the team and to move away from a doctor led service.

As well as the projects outlined, further projects may be available to work with the Chief Executive/senior Exec team.

Depending on the background of the successful applicant, there may be an opportunity to work on project specific to their specialty or job role. This can be negotiated upon starting.

For personal development, pending approval and appointment of a Junior Clinical Fellow – Medical Education, the Future Leader will be responsible for the management of the JCF and lead on the recruitment of future Junior Clinical Fellow

The Junior Clinical Fellow will have their own projects but will also support the Future Leader in their projects too.

There will be exposure to both corporate/administration and clinical leaders and leaderships, giving the Future Leader the unique opportunity to experience and observe both types and possible conflicts.

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The Future Leader will be offered mentoring and coaching to support them during this role which will involve:-

* Taking responsibility for work and projects assigned
* Leading projects and influencing programmes which impact across a number of directorates and the wider health community
* Developing performance criteria for programmes of work and projects
* Ensuring that projects are planned and carried out in accordance with Trust strategy.
* Presenting an assured and professional approach in order to work with a variety of individuals within the Trust
* Building effective working relationships and communicating complex and sensitive information appropriately
* Developing a working knowledge of health strategy and policy that can be used to help develop action plans
* Contributing to the planning and organisation of allocated project work
* Working with other project managers to determine and understand project interdependencies and links across programmes, projects and work areas
* Planning and organising own workload and time
* Adapting, organising and prioritising the unpredictability of workload
* Working with accuracy, precision and a high degree of autonomy

The Future Leader will be expected to attend and update the Medical Education Committee on their work and will be invited to attend the Education Team’s monthly team meetings. This will give them exposure to other areas that they may not be involved in.

Along with Dr Clark, they will be able to attend the People Committee, chaired by one of the Non Executives.

The Education Centre runs a large number of simulation training courses, the Future Leader will be expected to support simulation sessions from a clinical aspect as long as it is not detrimental to any of their own projects. The Future Leader will be involved in multi- professional learning scenarios and there may be the opportunity to design and deliver their own simulation session/course.

The Future Leader will be provided with a desk within Medical Education and a laptop to support working from home and attending meetings.

Clinical Work

There is no clinical component or on-call requirement. The successful trainee may be able to undertake some on call within their own specialty by arrangement with the relevant Clinical Director, providing this is not to the detriment of their role.

Study Leave Entitlement

Study leave costs will be covered by HEE up to a maximum of £3,450 for each Future Leader.

Non Future Leader Programme study leave is supported to all the Future Leader to attend course relevant to their career such as HEE Generic Study Days.  
  
Future Leaders will be supported in attending local, regional and national meetings and presenting posters.