

This document presents the minimum entry and selection criteria for the Future Leaders programme. Please refer to the Person Specification for the post you are considering for the full specific requirements for that vacancy.

Future Leaders Programme

**Person Specification**

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| **Entry Criteria – Specialty Trainees, and Specialty and Associate Specialist (SAS) Doctors** | |
| **Essential Criteria (at post start date)** | **When evaluated** |
| Medical Specialty Trainee: ST3+ or GPST2+ Dental Specialty Trainee: StR  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 | Application Form / By the post start date |

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| **Entry Criteria – Other healthcare professionals\*** | |
| **Essential Criteria** | **When evaluated** |
| AfC Band 6 (or higher) NHS Healthcare Professional including: Nurses, Pharmacists, Biomedical Scientists / Healthcare Scientists, and Allied Health Professionals with a minimum of 3 years’ experience in the role.  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** | | |
| **Essential Criteria** | **Desirable Criteria** | **When evaluated** |
| **Knowledge and achievements** | | |
| Experience of working in the NHS  Understanding of the NHS | Experience of working in a Medical Education environment | Application form / Interview |
| **Skills and abilities** | | |
| Excellent keyboarding skills including use of all Microsoft Office packages | Experience of making presentations, negotiation and influencing skills | Application form / Interview |
| **Research** | | |
| Ability to design, provide and collate evaluation forms and feedback |  | Application form / Interview |
| **Teaching** | | |
| Ability to use and support users on virtual platforms i.e Teams, Zoom, Blackboard |  | Application form / Interview |
| **Personal Attributes** | | |
| Able to demonstrate behaviours consistent with Trust Core Values  Excellent interpersonal, analytical and problem solving skills  Ability to work effectively as a member of a variety of diverse, cohesive teams |  | Application form / Interview |