

## Person Specification

### Future Leaders Programme

#### Leadership Fellow- Safety & Equality HNY LMS

| Entry Criteria – Specialty Trainees, and Specialty and Associate Specialist (SAS) Doctors  |  |
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| Essential Criteria (at post start date)  | When evaluated   |
| Specialty Trainee: ST3+<br><br>Full GMC registration as applicable and current licence<br><br>Have a satisfactory ARCP outcome at last ARCP<br><br>Have Head of School approval for a year Out of Programme<br><br>Must not have existing experience in a senior / significant leadership role | <b>Application Form /</b><br><br><b>By the post start date</b> |

| Entry Criteria – Other Healthcare Professionals   |  |
|---|--|
| Essential Criteria (at post start date)   | When evaluated   |
| AfC Band 6 (or higher) NHS Healthcare Professional including: Nurses & Midwives<br><br>Full registration and good standing with appropriate professional body<br><br>Have agreement from their current employer to undertake a secondment<br><br>Must not have experience in a senior / significant leadership role | <b>Application Form /</b><br><br><b>By the post start date</b> |

| Selection Criteria   |  |                                     |
|--|--|-------------------------------------|
| Essential Criteria   | Desirable Criteria   | When evaluated                      |
| <b>Knowledge and achievements</b>  |  |                                     |
| <ul style="list-style-type: none"> <li>Knowledge of Quality Improvement Methodology</li> </ul>   | <ul style="list-style-type: none"> <li>Additional relevant Postgraduate/ Post registration qualifications</li> <li>Distinction, prizes or honours</li> </ul>   | <b>Application form / Interview</b> |
| <b>Skills and abilities</b>  |  |                                     |
| <ul style="list-style-type: none"> <li>Knowledge of clinical governance</li> <li>Awareness of limitations; seeks help appropriately</li> <li>Excellent interpersonal skills and ability to work in partnership with others</li> <li>IT skills including use of Word, Excel and PowerPoint</li> </ul> | <ul style="list-style-type: none"> <li>Proven ability of working in a multidisciplinary team environment and delivering team objectives</li> <li>Ability to motivate and influence others to change behaviours when there may be resistance to this.</li> <li>Understanding of national NHS, and wider public sector policy</li> </ul> | <b>Application form / Interview</b> |
| <b>Career Progression</b>  |  |                                     |
| <ul style="list-style-type: none"> <li>Able to provide a complete employment history</li> <li></li> </ul>  | <ul style="list-style-type: none"> <li>Evidence that present achievement and performance is commensurate with totality of period of training/ employment</li> </ul>  | <b>Application form / Interview</b> |
| <b>Teaching</b>  |  |                                     |
| <ul style="list-style-type: none"> <li>Evidence of contributing to teaching &amp; learning of others</li> </ul>  | <ul style="list-style-type: none"> <li>Qualification/ Courses in Teaching/ Education</li> <li>Presentations at local/regional/national meetings</li> </ul>   | <b>Application form/ Interview</b>  |
| <b>Research</b>  |  |                                     |

|   |   |                                     |
|---|---|-------------------------------------|
| <ul style="list-style-type: none"> <li>• Demonstrates understanding of the basic principles of audit, clinical risk management &amp; evidence-based practice</li> <li>• Able to differentiate between Audit and QI</li> </ul>   | <ul style="list-style-type: none"> <li>• Evidence of participation in risk management and/or clinical/laboratory research</li> </ul>  | <b>Application form / Interview</b> |
| <b>Personal Attributes</b>  |   |                                     |
| <ul style="list-style-type: none"> <li>• Good communication skills, both oral and written</li> <li>• Good Time management &amp; Organisation Skills</li> <li>• Excellent interpersonal skills</li> <li>• Demonstrate personal effectiveness and self-awareness</li> <li>• Excellent Team- Working Skills</li> </ul> | <ul style="list-style-type: none"> <li>• Confident and articulate in a range of environments</li> <li>• Ability to use initiative</li> <li>• Exceptionally motivated with an ability to motivate others</li> <li>• Ability to meet deadlines and deliver under pressure</li> <li>• Able to work flexibly</li> </ul> | <b>Application form / Interview</b> |