

Future Leaders Programme

Person Specification- Evaluation/Innovation of SuppoRTT- Are we meeting the need?

Entry Criteria – Specialty Trainees, and Specialty and Associate Specialist (SAS) Doctors	
Essential Criteria (at post start date)	When evaluated
<p>To be currently working in a Trust within Health Education England working across Yorkshire and the Humber (HEE YH)</p> <p>Medical Specialty Trainee: ST3+ or GPST2+</p> <p>Dental Specialty Trainee: StR</p> <p>Public Health Registrars: ST3+</p> <p>Specialty and Associate Specialist (SAS) Doctors</p> <p>Full GMC, GDC or UKPHR registration as applicable and current licence</p> <p>Have a satisfactory ARCP outcome</p> <p>Have Head of School approval for a year Out of Programme</p> <p>Must not have existing experience in a senior / significant leadership role</p>	<p>Application Form /</p> <p>By the post start date</p>

Entry Criteria – Other healthcare professionals*	
Essential Criteria	When evaluated
<p>AfC Band 6 (or higher) NHS Healthcare Professional including: Nurses, Pharmacists, Biomedical Scientists / Healthcare Scientists, and Allied Health Professionals.</p> <p>Full registration and good standing with appropriate professional body</p> <p>Have agreement from their current employer to undertake a secondment</p> <p>Must not have experience in a senior / significant leadership role</p>	<p>Application Form /</p> <p>By the post start date</p>

Selection Criteria		
Essential Criteria	Desirable Criteria	When evaluated
Knowledge and achievements		
<p>Demonstrable skills in written and spoken English adequate to enable effective communication</p> <p>Clear understanding and vision of role of leadership fellow.</p> <p>Awareness of current initiatives and priorities within the NHS and Health Education England– locally and nationally</p> <p>IT skills including use of Word, Excel and PowerPoint.</p> <p>Evidence of active participation in audit, quality improvement and research projects.</p> <p>Demonstrates commitment to CPD</p>	<p>Evidence of previous leadership role.</p> <p>Knowledge of Human Factors training.</p> <p>Experience of mentoring and/or coaching</p> <p>Some personal knowledge of time out of training</p>	<p>Application form /</p> <p>Interview</p>

Skills and abilities		
<p>Cultural awareness with sound understanding of and positive approach to diversity and needs of Black, Asian & Minority Ethnic trainees. Enthusiastic self-starter with awareness of own limitations; seeks help appropriately.</p> <p>Excellent interpersonal skills and ability to work in partnership with others.</p> <p>Proven ability of working in a multidisciplinary team environment and delivering team objectives.</p> <p>A positive and proactive response to service users based on a commitment to patient safety, high standards of service and continuous improvement.</p>		Application form / Interview
Research		
	Knowledge and understanding of evaluation and research methods	Application form / Interview
Teaching		
Enthusiastic and experienced in teaching clinical skills in workplace or training environment. Evidence of contributing to teaching and learning of others		Application form / Interview
Personal Attributes		
<p>Effective judgement and decision-making skills.</p> <p>Capacity to manage time and prioritise workload.</p> <p>Evidence of ability to present oneself in an organised and professional manner.</p> <p>Takes responsibility for own actions.</p> <p>Ability to undertake travel</p>		Application form / Interview