

Future Leadership Fellow IMG SuppoRTT

Job Description

Job Title:	Future Leadership Fellow; International Medical Graduate SuppoRTT in Yorkshire & Humber
Number of posts:	1
Department:	SuppoRTT, HEE
Responsible to:	Dr Maya Naravi/ Miss Claire Murphy, Associate Deans SuppoRTT, Dr Andrew Lockey – Associate Dean (Co supervisor) Health Education England Yorkshire and Humber (HEE YH)
Accountable to:	Ms Fiona Bishop – Deputy Postgraduate Dean, HEE YH
Duration:	1 year out of programme opportunity. There is no clinical component to this role. However, the successful applicant may arrange on call work should they wish to do so on agreement with the Associate Dean.
Base:	Leeds, Sheffield or Hull – however the successful applicant will be expected to travel regionally and nationally.
Length of post:	1 year
Contracted hours:	40 hours per week

Aims of the post

International medical graduates (IMGs) account for a significant proportion of the workforce in the NHS. According to the GMC, In 2020, over 10,000 IMGs joined the NHS medical workforce – more than UK and EEA graduates combined. IMGs starting a new post in the NHS are faced with unique and variable challenges. The NHS people plan 2020/2021 recommends a move to a more inclusive culture & service with the aim to increase patient safety and retain staff.

Since 2020, IMG trainees new to the NHS have been specifically included in the supported return to training programme (SuppoRTT). The needs of this group in their supported entry into NHS are complex and yet to be fully identified.

In 2021, there has been an introduction of a comprehensive induction package for IMGs both locally and nationally. The need has been recognised by GMC, BMA, and Royal Colleges. Additionally, there is ongoing work by our SuppoRTT Future Leaders Leadership Fellow in 2022 to analyse the impact of various initiatives introduced locally for IMGs, including a communication course directed at specialties such as Paediatrics, Medicine and Obstetrics and Gynaecology. However, there is still much work to be done.

This opportunity is for a Future Leaders Programme Fellow to design an HEE YH project and build on the existing work by SuppoRTT . The work focuses on doctors within their first year of starting in the NHS, identifying new needs, and developing regional innovative solutions where there are gaps. Some personal experience of the transition to working in the NHS would be very valuable.

The post-holder will develop their leadership skills by working alongside senior educators in NHS organisations across Yorkshire and the Humber.

HEE YH has chosen to support the next generation of leaders by creating fellowship opportunities such as these. This is an investment in improved patient outcomes and quality of care.

The Aims of this project are to:

1. You will start by engaging and networking with key stake holders and developing your ideas
2. Identify or review existing data from recent surveys on the barriers and challenges to the successful progression in NHS training posts amongst IMGs
3. Engage with existing IMGs to explore their experience and design interventions under SuppoRTT
4. Understand, and raise awareness of the IMG learner expectations and needs in each Specialty School
5. Evaluate the uptake and relevance of current SuppoRTT resources amongst IMGs
6. Develop a communications strategy to promote IMG SuppoRTT activities amongst

IMG doctors

7. Provide representation at regional SuppoRTT conferences and nationally.
8. Develop and promote “IMG SuppoRTT requirements” amongst educators/ educational supervisions regionally and nationally.
9. Identify any unique gaps in the provision for IMG SuppoRTT which have not been addressed and find solutions to address these.

About the post

This is a one-year leadership post based in Health Education England working across Yorkshire and the Humber (HEE YH).

This will be an OOPE (out of program experience) from your specialty training program for medical trainees or a secondment to HEE for other healthcare professionals

You will develop your leadership skills by networking across the region, engaging with Heads of School, other faculty and employers.

As the successful applicant you will have access to a variety of personal development opportunities (e.g. CV and interview training, Myers Briggs Type Indicator feedback, 360 appraisal, coaching and participation in an Action Learning Set) and will be supported to undertake a 1 year post graduate qualification.

Post Duties and Description

The Leadership Fellow will be expected to:

- Work with senior educators, the SuppoRTT administrative team and Postgraduate Schools in HEE YH to determine the scope of their project
- Engage with the YH trainee forum
- Work with the Postgraduate Schools in HEE YH to understand the project requirements
- Evaluate and propose solutions that can be introduced to augment the current SuppoRTT programme, with an aim to improve IMG learner experience and educator knowledge
- Highlight where improvements could be applied and share best practice
- Work with Business managers re Administration and business case development.
- Develop professional relationships with Heads of School, Business Managers, Programme support staff and Senior HEE YH faculty
- Successfully lead and manage a project, apply recognised tools for improvement and measure the progress and outcomes of improvement work using objective methods.
- Provide regular updates on the progress of the project undertaken
- Ensure that learner and educator experience is central and can be demonstrated at the end of any project.
- Demonstrate improved outcomes as a result of the work undertaken
- Organise and participate fully in peer learning with local and regional CLFs and with Improvement Academy Fellows
- Formally relate activity to the NHS Leadership Academy Healthcare Leadership Model and the published standards of the Faculty of Medical Leadership and Management (FMLM)

- Meet regularly with a named Educational Supervisor and with a named Leadership Supervisor to set and review progress towards personal goals.
- Produce a report of the year's activities, outcomes and development. This may include reflections on responses in assessment tools, such as 360 feedback, and insights into personal development, gained from mentoring, supervision and coaching.

Assessment

This shall be mostly formative during the course of the year with satisfactory attendance as a basic requirement plus:

- Completion of an end of fellowship report stating what has been achieved during the programme and what needs to be done moving forward
- Satisfactory completion of PG Cert

Supervision

Supervision under SuppoRTT will be provided on a regular basis by Dr Maya Naravi and Miss Claire Murphy. Dr Andrew Lockey will be available as co supervisor for specific subject matter areas determined at the start of the post.

Induction will include establishment of learning objectives for the year, and assessment of leadership competencies against the revised NHS Leadership Framework. Progress against both learning objectives and leadership competencies will be reviewed during the year with regular (3-monthly) appraisal. Opportunities will be sought to develop the trainee's own network of senior NHS contacts.

General duties and description of a Clinical Leadership Fellowship

There is a wide range of educational and developmental opportunities provided by the Future Leaders Programme. The Fellow will also be expected to undertake a funded academic component, such as a Postgraduate Certificate, with a leadership component.