# Future Leaders Programme

# Person Specification for Leadership Fellow – Unequal distributions of power and health

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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** | | |
| Clear understanding and vision of role of Leadership Fellow  Experience working in health or social care organisations (e.g. NHS, local council, civil service) | Distinctions, scholarships, prizes  Postgraduate degree in Public Health (MPH or equivalent)    Experience working in a variety of health and social care organisations (e.g. NHS, local council, civil service)  Experience working with communities and/or community organisations | Application form / Interview |
| **Skills and abilities** | | |
| Excellent interpersonal skills and ability to work in partnership with others, including responding professionally and effectively to challenge and/or conflict  Proven ability to work in a multidisciplinary team environment and to deliver key objectives  Excellent communication skills with a variety of audiences, able to establish and maintain credibility with colleagues and persuade and influence where necessary  Enthusiastic self-starter with awareness of own limitations; seeks help appropriately  Excellent organisational skills: able to demonstrate flexibility, maintain a strategic perspective, analyse complex issues and identify potential solutions | Ability to manage projects | Application form / Interview |
| **Research** | | |
| Understanding of evidence-based practice and basic research principles, methodology & ethics, with a potential to contribute to research | Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements | Application form / Interview |
| **Teaching** | | |
| Experience of supporting learning in others through formal and/or informal teaching |  | Application form / Interview |
| **Personal Attributes** | | |
| Passionate about subject matter  Cultural awareness with sound understanding of and positive approach to social justice, equality, and diversity  Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality)  Demonstration of commitment to leadership as part of a future career  Ability to undertake travel for the role |  | Application form / Interview |