**Future Leaders Programme**

**Person Specification for Leadership Fellow – Improving Population 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.  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 the role of the leadership fellow.  Experience working in a health or social care organisations (e.g. NHS, local council, civil service). | Postgraduate degree in Public Health (MPH or equivalent).  Knowledge of the specific subject matter.    Experience working in a variety of health and social care organisations (e.g. NHS, local council, civil service). | Application form / Interview |
| **Skills and abilities** | | |
| Excellent interpersonal skills and ability to work in partnership with others, including working and delivering in a multidisciplinary environment.  Excellent organisational skills:   * Able to manage time and prioritise workload, balancing demands and demonstrating flexibility where appropriate.   Excellent communication skills:   * Capacity to communicate effectively and sensitively with a range of colleagues and partners * Excellent written and verbal communication skills * The ability to influence and put forwards   Capacity for personal development and reflective practice:   * Demonstrates commitment to continuous personal development and the importance of regular reflection in this * Awareness of own limitations and when to seek support   Problem-solving and decision making:   * Strong analytical skills – able to analyse complex issues and identify potential solutions * Capacity to maintain a wide and strategic perspective * Demonstrates effective judgement and decision-making skills * Capacity to operate effectively under pressure |  | Application form / Interview |
| **Research** | | |
| Demonstrates understanding of evidence-based practice, basic research principles, methodology & ethics, with the ability to contribute to research. | Experience of contributing to research projects.  Evidence of relevant academic & research achievements, e.g. degrees, dissertations, presentations, other achievements. | Application form / Interview |
| **Teaching** | | |
| Experienced in teaching in workplace or training environment. |  | Application form / Interview |
| **Personal Attributes** | | |
| Passionate about the subject matter.  Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality).  Demonstration of commitment to leadership as part of a future career. |  | Application form / Interview |