**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: StRPublic Health Registrars: ST3+Specialty and Associate Specialist (SAS) DoctorsFull GMC, GDC or UKPHR registration as applicable and current licenceHave a satisfactory ARCP outcome Have Head of School approval for a year Out of ProgrammeMust 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 bodyHave agreement from their current employer to undertake a secondmentMust 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 |