**Clinical Leadership Fellow – Educational Quality and Modern Team Transformation**

**Introduction**

Being a clinical trainee of any professional group is challenging across the UK with poor experience and burnout reported widely. Improving the quality of education for the wider multiprofessional trainee and establishing a ‘modern training team’ is a key priority within our Trust and we recognise the need to develop a regional strategy based on sharing of best practice.

This Clinical Leadership Fellow post will lead the development and implementation of a sustained collaboration at a local and sub-regional level to improve the clinical, educational and workplace experience of clinical trainees including doctors (both in and outwith formal training programmes), Physician Associates, Doctors’ Assistants, Advanced Care Practitioners etc, and ultimately improve the quality and safety of patient care by developing an innovative future-proofed modern team.

The post holder will identify, develop and implement new initiatives within the Trust, and by collaboration with adjacent Trusts across the region, and evaluate their impact in a key group of colleagues, and measured by the NETS results.

The senior leadership team is highly accessible and the Chief Executive has a personal and proven interest in progressing the development of the modern trainee workforce.

This is an exceptional opportunity for a forward thinking, collaborative colleague to make significant impact and influence this key future development in a very busy NHS Trust and by collaboration across the region, as well as to develop their own skills and understanding of clinical leadership.

**The Role**

Core objectives (to be derived following discussion with supervisor as SMART as possible) include:

**Analysis of NETS and other survey results to identify areas requiring improvement where a modern multiprofessional team may be the basis of clinical delivery**

**Explore and initiate a collaborative training program (using a post-Covid recovery template) of clinical trainees in MidYorks and nearby**

**Evaluate and pilot schemes locally and elsewhere developing recommendations for sustainable future models of working and training taking into account overlaps in knowledge and evidence based best practice**

**Form collaborations between Corporate, Educational and Operational teams to develop practicable and sustainable improvements in education whilst maintaining safe service based care.**

**Embedding Trust Values and Behaviours in leadership, management and clinical practice through the promotion of leadership by example and role modelling**. **This will involve a coaching / mentoring relationship with a senior manager and will also include shadowing of different members of the Executive Director team and possible taster sessions with operational managers, as required for personal development**

**Raising ambition and aspiration among clinicians, medical and non-medical, to contribute, and provide leadership across the health system, working in collaboration with other professionals and developing effective partnerships with internal/external stakeholders.**

**Full integration within the Future Leaders Program with appropriate flexibility of working pattern and hours to allow attendance at central teaching and meetings.**

The previous Clinical Leaders have established ongoing and overlapping initiatives which also overlap with the objectives of this current role and it would be expected that the successful applicant will continue to be involved in some aspects of these.

Supervision is from the Medical Director's Office team and appropriate Exec Directors with direct supervision by the Deputy MD (workforce) supported by the Associate Director with at least weekly review meetings and ongoing support from the project officer(s) within the MDs Office and Department of Medical Education. The post is locally based but will require engagement with other Trusts in the region and potentially beyond, in order to seek potential learning and to set up methods of sharing best practice.

The Trust are happy to support the post holder to undertake an appropriate amount of clinical work commensurate with their role and level of experience. The extent and nature of this work will be negotiated locally and will include appropriate and clearly identified clinical supervision. **Fellows will not be expected to undertake clinical duties unless they wish to do so**.

The post holder will be expected to undertake personal development opportunities linked both to this project and their general learning requirements. The Medical Director sets strong expectations on all our clinical staff to engage in Personal Development Plans and supports them in delivery. Time will be made available to support these professional as well as project demands.

**Terms & Conditions and Tenure**

Employment will be as a Clinical Leadership Fellow on appropriate Terms and Conditions of Service relevant to the professional group in which the applicant is based and according to HEE regulation for Clinical Fellows in the Future Leaders Programme.The post is offered on a fixed term contract for 12 months.

**Person Specification**

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| **CRITERIA RELEVANT TO THE JOB e.g. Experience, education, disposition** | **ESSENTIAL REQUIREMENTS necessary for safe and effective performance in the job** | **ADDITIONAL/USEFUL elements that contribute to improved/immediate performance in the job** | **HOW IDENTIFIED e.g. application form, interview, reference** |
| GMC Registration | Full GMC Registration with licence to practise |  | Application form |
| Qualifications | * Medical Degree from recognised medical school
 | * Progress towards or attainment of Royal College Exams
* ATLS,ALS,APLS or PALS certification
* Higher qualification e.g. MFARM, FRCS, MRCP, MRCPG, MRCS, FRCA or equivalent
 | Application form |
| Right to work | Eligibility to work in the UK |  | Application formInterview |
| Experience | * Pre-registration/foundation training and at least one year in a relevant specialty in an NHS Trust or with equivalent experience from overseas.
 | * Relevant experience from other specialties
* Experience of teaching clinical skills
* Clinical research and development
* Participation in leadership activities
 | Application form InterviewE-portfolio |
| Management skills | * Demonstrates intelligent and analytical approach to problem solving.
* Good time management.
 | Possess good organisational skills. | Interview. |
| Personal Attributes | * Possesses good communication skills.
* Flexibility.
* Willingness to provide and learn all aspects of hospitals internal systems and processes and adhere to local policies
* Physically able to carry out the duties as specified in the job description and ability to evidence competencies
* Disclosure + Barring Service (DBS) Clearance
 | * Has personal insight into own strengths and weaknesses.
* Ability to contribute to the development of the Trust, the Unit and its services.
* Evidence of multidisciplinary team working
* Specific educational interests and evidence of educational ideas or project work.
 | Interview.E-portfolioMedical Questionnaire.DBS Application form  |

**Visits**

Candidates are encouraged to visit the Trust by arrangement where possible and should you want more information and or wish to arrange a visit please contact:

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| **Dr Ian Wilson,**Deputy Medical Director (Workforce and Professional Standards) | **Mr Ian Carr,**Associate Director MD’s Office |
| **Dr Andrew Jackson**Director of Medical Education | **Mr Martin Barkley**Chief Executive |
| Above contacts c/o Yvonne.broadhead@midyorks.nhs.uk 01924 541272 |

Formal visits may only be offered to candidates who have been shortlisted for interview. Such candidates may be reimbursed their travel and subsistence expenses for one such visit only. In the case of candidates travelling from abroad, travelling expenses are normally payable only from the point of entry to the UK.

Should you require any further information please contact the Medical Staffing Department at The Mid Yorkshire Hospitals NHS Trust on Tel: 01924 543642.

**Appraisal & Revalidation**

This post is not recognised for training and brings with it an obligation to engage with the process of revalidation on an annual basis.

All our Trust appointed doctors are required to engage positively with appraisal and revalidation. The Trust has procedures that comply with national recommendations. As a Trust employed doctor on a fixed term contract successfully appointed applicants will need to have a precribed connection with Mid Yorkshire Hospitals NHS Trust via GMC Connect and will therefore have Dr Karen Stone the Medical Director at the Trust as their GMC Responsible Officer

**Continuing Professional Development**

The Trust requires all its doctors to engage with continuing professional development, guided by the relevant professional associations or Royal Colleges. Time and funding is provided according to departmental and Trust policies, subject to approval through the clinical management structures. There is a programme of mandatory training which all relevant staff must complete as required.

**Research**

Medical staff are encouraged to develop areas of personal and/or research interest. This can be developed in liaison with the Trust’s R&D department and in line with prevailing policies and research frameworks. The Trust is developing an expanding and outward-looking research programme.

**Educational & Clinical Supervision**

The post holder will have a named educational supervisor and be expected to hold regular meetings with them during their tenure to ensure appropriate development during their appointment.

**Teaching**

The Trust is keen to maintain its reputation for high quality training and to attract the highest calibre of trainee and career-grade doctors. All senior doctors are involved in training our doctors, students and other professions. There are many opportunities to develop training and education roles and many have taken on educational leadership roles within and beyond the Trust.

**Audit and Clinical Governance**

There is a rolling half-day clinical governance programme and audit meetings are well attended and lively. The Clinical Audit Department assists with setting and supporting an audit programme for the Service with which all colleagues are encouraged to engage. Clinical Audit is considered within objectives as part of job planning.