**Future Leadership Fellow for evaluation of suppoRTT Yorkshire and Humber**

**Job Description**

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| Job Title: | Future Leadership Fellow; Evaluation of the SuppoRTT programme in Yorkshire and Humber |
| Number of posts:  Department: | 1  suppoRTT, HEE |
| Responsible to: | Dr Maya Naravi/ Miss Claire Murphy, Associate Deans suppoRTT, Health Education England Yorkshire and Humber (HEE YH)  Katie Cobb – Business Manager, 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**

Returning to training after a period off for trainees presents unique challenges. Trainees are a diverse group, and many describe anxiety/ wellbeing issues and skills fade on their return. It is important trainees are supported to return safely and the culture amongst the NHS continues to support and promote this. Health Education England established the supported return to training (suppoRTT) programme to provide additional support to trainees wishing to take time out of training in 2017. National evaluation of this project by RSM is now in year 3. However, there are concerns around the quality of the returns during COVID 19 pandemic in 2021 and ongoing effects of the pandemic for returning trainees in 2022/2023.

Existing work on this is currently being undertaken by a future leadership fellow in 2021 but the work will need to be continued and developed further for the forthcoming year considering a)new courses since 2020 and b) the feedback from existing course offerings since 2017 c) the work of the Champions for supported return to training since 2020

This is an exciting opportunity for a Future Leadership Fellow to commence and build on recommendations from work in 2021/2022 in a regional project within HEE Yorkshire and Humber.

The Aims of this project are to:

1. Evaluate the uptake and utility of the regional SuppoRTT programme including using existing highlight data including feedback from suppoRTT courses funded.
2. Understand, describe, and publicise the learner experiences and needs using information from each Speciality School/Trust
3. Understand, describe and publicise the perspectives of non-beneficiaries of suppoRTT. Make recommendations for improvements for these groups.
4. Identify and promote areas of good practise, looking at specific groups such as Champions of Supported return to training, monitoring of suppoRTT activity at MLE Trust meetings.
5. Explore and apply strategic solutions to augment the delivery of supported return to training
6. Ensure an effective return of investment i.e. trainees have benefited from the programme offered
7. Address any current gaps in the suppoRTT programme
8. Develop and promote “suppoRTT activities for trainees and amongst trainers including representation at regional suppoRTT conference and nationally
9. Consider the needs of trainers in suppoRTT and make recommendations

Working closely with the HEE Yorkshire and the Humber suppoRTT administrative team, the post-holder will develop their leadership potential and skills by working alongside senior educators in NHS organisations across Yorkshire and the Humber. There will be plenty of scope for leadership, challenge, and personal growth.

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.

**About the post**

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

You will be seconded as 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 including Directors of Medical Education and Trust Champions for suppoRTT.

As the successful applicant you will have access to a variety of 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 undertake1 year of a post graduate qualification.

**Post duties and description**

The FL will be expected to:

* Collaborate with senior educators, suppoRTT administrative team and the Postgraduate Schools in HEE YH to determine the scope of the project
* Link with YH trainee forum
* 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 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 weekly with a named Educational Supervisor and monthly 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 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 in Leadership

**Supervision**

Supervision will be provided on a weekly basis by Dr Maya Naravi and Miss Claire Murphy

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