This document presents the minimum entry and selection criteria for the Future Leaders programme. Please refer to the Person Specification for the post you are considering for the full specific requirements for that vacancy.

# Future Leaders Programme

# Generic Person Specification for SAS Future Leader.

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| **Entry Criteria – Specialty Trainees, and Specialty and Associate Specialist (SAS) Doctors** | |
| **Essential Criteria (at post start date)** | **When evaluated** |
| Staff Grade, Specialty, Associate Specialist and Specialist (SAS) Doctors / Dentist  Full GMC, GDC or UKPHR registration as applicable and current licence  Be in good standing in appraisal and revalidation.  Have approval from their employing trust for a year secondment to HEE  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** |
|  | Application Form /  By the post start date |

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| **Selection Criteria** | | |
| **Essential Criteria** | **Desirable Criteria** | **When evaluated** |
| **Knowledge and achievements** | | |
| Have a positive attitude to the role of SAS within the NHS as a career of choice. | Have a history of some involvement with SAS groups locally. | Application form / Interview |
| **Skills and abilities** | | |
| Excellent communication skills both verbal and written.  Be able to use basic computer software, e-mails, word and spread sheets. | To have shown an interest in SAS Grade development.  Interest in developing further communication and negotiating skills. | Application form / Interview |
| **Research** | | |
| None | Ability to summarise, present and produce reports on data. | Application form / Interview |
| **Teaching** | | |
| None | Be able to talk within group situations. | Application form / Interview |
| **Personal Attributes** | | |
| Passionate about the SAS grade. Energetic. Self motivated. Able to establish collaborative relationships.  Able to reflect and learn from feedback. | Have an example of influencing and making a difference in a clinical or non-clinical situation. | Application form / Interview |