Person Specification – School of Surgery Leadership Fellow

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| CRITERIA | ESSENTIAL | DESIRABLE |
| Qualifications | MB ChB or equivalent  Membership exams if relevant to specialty |  |
| Employment | Completed Core Training | ST3+ in Surgical Training Programme |
| Experience | Previous teaching experience  Previous experience of service improvement  Holds License to Practise  Knowledge of new Curriculum changes | Completed Informal or Formal Educational Course(s)  Previous experience organising teaching/courses  Previous experience in change management.  Previous leadership experience  Previous Human Factors/Non Technical Skills Experience  Previous Conflict Resolution/Negotiation Skills training |
| Skills/Attributes | Ability to engage others in change  Strong interpersonal and presentation skills  Ability to work independently and have accountability  Ability to work with ambiguity and rapidly evaluate new information  Good written and verbal communication skills | Previous track record in leading change  Previously worked with senior organisational leaders  Existing professional networks in medical education |