**Future Leaders Programme**

**Person Specification Y&H GP School Posts**

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| **Entry Criteria – Specialty Trainees,** | |
| **Essential Criteria (at post start date)** | **When evaluated** |
| Medical Specialty Trainee: GPST2+   * Full GMC, GDC or UKPHR registration as applicable and current licence * Have a satisfactory ARCP outcome * Have Head of School approval for a year Out of Programme * 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\* - for wider workforce post applications only** | |
| **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 body * Have agreement from their current employer to undertake a secondment * Must not have experience in a senior / significant leadership role | Application Form /  By the post start date |

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| **Selection Criteria** | |
| **Criteria** | **When evaluated** |
| **Knowledge and Achievements** | |
| * An interest in working with learners or doctors in training in an educational context. * Interest in clinical and educational leadership and innovation, multi-professional teams. * Interest in the workforce transformation agenda. * Active involvement in reflective practice and up to date with e-portfolio. * An interest in the NHS, its structures and processes, including an understanding of healthcare/multi-professional workforce matters. | Application Form /Interview |
| **Skills and Abilities** | |
| * Willingness to develop leadership skills and an ability to influence and motivate others. * Ability to problem solve and maintain objectivity. * Strong interpersonal, communication, written and presentation skills. * Ability to quickly establish personal and professional credibility with colleagues and other key stakeholders. * Excellent organisational and time management skills. * Committed to own personal development and an ability to support others to develop and progress. | Application Form /Interview |
| **Teaching** | |
| * Enthusiastic and experience in teaching clinical and or leadership skills in the workplace or training environment | Application Form /Interview |