# Future Leadership Fellow IMG suppoRTT Job Description

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| Job Title: | Future Leadership Fellow; International Medical Graduate SuppoRTT in Yorkshire & Humber |
| Number of posts: Department: | 1  suppoRTT, HEE |
| Responsible to: | Dr Maya Naravi/ Miss Claire Murphy, Associate Deans suppoRTT,  Dr Andrew Lockey – Associate Dean ( Co supervisor)  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**

International medical graduates (IMG) account for a significant proportion of the workforce in the NHS for whom starting a new post in the NHS presents unique challenges. The NHS people plan 2020/2021 recommends a move to a more inclusive culture & service with the aim to increase patient safety and retain staff.

Since 2020 IMG in training new to the NHS have been specifically included in the supported return to training programme. The supported entry into NHS needs of this group are complicated and yet to be fully identified.

In 2021 there has been an introduction of a comprehensive induction package for IMGs . There is additionally ongoing work to by our suppoRTT future leadership fellow in 2021 to analyse the impact of various initiatives introduced for IMGS.

This opportunity is for a Future Leadership Fellow to commence an HEE YH project, to build on suppoRTT existing work for IMGS within their first year of starting in the NHS, identify new needs and develop regional innovative solutions where there are gaps.

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.

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.

The Aims of this project are to:

1. Establish a short life working group with key stake holders
2. Identify or review existing data from recent surveys on the barriers and challenges to the successful uptake of NHS training posts amongst IMGs
3. Link with existing IMGs and establish representative trainee peer groups to explore and utilise the experience of others to facilitate and implement the design of interventions under suppoRTT
4. Understand, describe and publicise the IMG learner expectations and needs using information from each Speciality School
5. Evaluate the uptake and utility of current suppoRTT programme amongst IMGS using data from existing programme
6. Explore solutions and build on the work that has already been done in HEE YH for

IMG induction, identification of learner needs (CARATS form) and communication skills training in 2020/2021

1. Develop a communications strategy to promote IMG suppoRTT activities amongst IMG doctors
2. Representation at regional suppoRTT conference and nationally.
3. Develop and promote “ IMG suppoRTT requirements” amongst educators/ educational supervisions regionally and nationally.
4. To identify any unique gaps in the provision for IMG suppoRTT which have not been addressed and to find solutions to address these.

# About the post

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

This will be 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.

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:

* Work 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
* Work with the Postgraduate Schools in HEE YH to understand the project requirements
* Evaluate and propose solutions that can be introduced to augment the current suppoRTT programme, with an aim to improve IMG learner experience and educator knowledge
* 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 course of 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 under suppoRTT will be provided on a weekly basis by Dr Maya Naravi and Miss Claire Murphy. Dr Andrew Lockey will be available as co supervisor for specific subject matter areas determined at the start of the post.

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 academic component, such as a Postgraduate Certificate, with a leadership component