# Future Leaders Programme

# Person Specification- International Medical Graduate SuppoRTT

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| **Entry Criteria – Specialty Trainees, and Specialty and Associate Specialist (SAS) Doctors** | |
| **Essential Criteria (at post start date)** | **When evaluated** |
| To be currently working in a Trust within Health Education England working across Yorkshire and the Humber (HEE YH)  Medical Specialty Trainee: ST3+ or GPST2+  Dental Specialty Trainee: StR  Public Health Registrars: ST3+  Specialty and Associate Specialist (SAS) Doctors  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\*** | |
| **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** | | |
| **Essential Criteria** | **Desirable Criteria** | **When evaluated** |
| **Knowledge and achievements** | | |
| Demonstrable skills in written and spoken English adequate to enable effective communication  Clear understanding and vision of role of leadership fellow.  Awareness of current initiatives and priorities within the NHS and Health Education England– locally and nationally  IT skills including use of Word, Excel and PowerPoint.  Evidence of active participation in audit, quality improvement and research projects.  Demonstrates commitment to CPD | Evidence of previous leadership role.  Knowledge of Human Factors training.  Experience of mentoring and/or coaching | Application form / Interview |
| **Skills and abilities** | | |
| Cultural awareness with sound understanding of and positive approach to diversity and needs of Black, Asian & Minority Ethnic trainees.  Enthusiastic self-starter with awareness of own limitations; seeks help appropriately.  Excellent interpersonal skills and ability to work in partnership with others.  Proven ability of working in a multidisciplinary team environment and delivering team objectives.  A positive and proactive response to service users based on a commitment to patient safety, high standards of service and continuous improvement. |  | Application form / Interview |
| **Research** | | |
|  | Knowledge and understanding of evaluation and research methods | Application form / Interview |
| **Teaching** | | |
| Enthusiastic and experienced in teaching clinical skills in workplace or training environment. Evidence of contributing to teaching and learning of others |  | Application form / Interview |
| **Personal Attributes** | | |
| Effective judgement and decision-making skills.  Capacity to manage time and prioritise workload.  Evidence of ability to present oneself in an organised and professional manner.  Takes responsibility for own actions.  Ability to undertake travel |  | Application form / Interview |