**Leadership Fellow for Growing a Diverse Public Health Workforce**

**Job Description**

Job Title: Leadership Fellow for Growing a Diverse Public Health Workforce

Responsible to: Head of the School of Public Health, HEE Yorkshire and the Humber

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

Base: It is expected this post will be predominantly home-based for the next 6 months, with a Leeds base potentially after that – however the successful applicant may be expected to travel regionally and on occasion nationally

Employment: The successful applicant will be employed by an NHS organisation

**Aims of the post**

HEE is committed to equality, inclusion and diversity and is currently responding seriously to the continuing issues around racism and inequity that have been highlighted by recent Black Lives Matters protests. A BMJ article in February 2020 highlighted the lower success rates of people to speciality training who are from ethnic minority backgrounds. We would also want to consider intersectional injustices such as class, gender and sexuality.

Many improvements will be applicable nationally and recommendations will be relevant to other specialities beyond public health.

The aims of the post are as follows:

* to help the School of Public Health in Yorkshire & the Humber to understand (and start to implement) what is needed to have Public Health Programmes (speciality & practitioner) that are as diverse as possible.
* to increase equality, diversity and inclusion across these programmes

**About the post**

This would be a new post.

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

You will be seconded as an OOPE (out of programme experience) from your speciality training programme.

You will develop your leadership skills by networking across a large region, undertaking discreet projects engaging with faculty, local education providers and other stakeholders.

You will be supported by an experienced supervisor and the wider school of public health.

As a successful applicant you will also have access to a variety of development opportunities (eg. CV and interview training, media training, Myers Briggs Type Indicator feedback, 360-degree appraisal, coaching, participation in an Action Learning Set) and will be supported to undertake 1 year of a postgraduate qualification, eg. PG Cert in Medical Leadership.

**Post description and duties**

Within 6 months:

* undertake a needs assessment (covering application data, barriers and enablers to justice and fairness from pre-application to first job posts, that is intersectional covering all protected characteristics and identifies key areas for improvement).

Within 12 months:

* make recommendations to the School of Public Health and other relevant partners about improvements for the next 1,2 and 5 years.
* identify and bring together a group of key stakeholders who will support implementation, ideally including regional and national partners.
* begin implementing at least one recommendation as a demonstrator.
* set out an evaluation framework for implementation.

# Person Specification for Leadership Fellow - Growing a Diverse Public Health Workforce

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| **Entry Criteria – Specialty Trainees, and Specialty and Associate Specialist (SAS) Doctors** |
| **Essential Criteria (at post start date)** | **When evaluated** |
| Medical Specialty Trainee: ST3+ or GPST2+Dental Specialty Trainee: StRPublic Health Registrars: ST3+Specialty and Associate Specialist (SAS) DoctorsFull GMC, GDC or UKPHR registration as applicable and current licenceHave a satisfactory ARCP outcome Have Head of School approval for a year Out of ProgrammeMust 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 bodyHave agreement from their current employer to undertake a secondmentMust 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** |
| * appropriate qualification as per above criteria
 | * Master’s in Public Health
 | Application form / Interview |
| **Skills and abilities** |
| Judgement Under Pressure:* Capacity to operate effectively under pressure and remain objective in highly emotive/pressurised situations
* Awareness of own limitations and when to ask for help

Communication skills:* Capacity to communicate effectively and sensitively with others
* Excellent written and verbal communication skills

Problem Solving:* Capacity to think beyond the obvious, with analytical and flexible mind
* Capacity to bring a range of approaches to problem solving

Situation awareness:* Capacity to monitor and anticipate situations that may change rapidly

Decision making:* Demonstrates effective judgement and decision-making skills

Organisation and Planning:* Capacity to manage time and prioritise workload, balance urgent and important demands, follow instructions
* Understands importance and impact of information systems
* Excellent interpersonal skills
* Evidence of ability to present oneself in an organised, professional manner
* Evidence of understanding of the importance of team work
* Experienced with Microsoft Word including PowerPoint, word-processing and spreadsheet software
 | * Motivated and able to work unsupervised as well as within a small team under appropriate guidance
 | Application form / Interview |
| **Research** |
| * Demonstrates understanding of the basic principles of audit, clinical risk management and evidence-based practice
* Understanding of basic research principles, methodology & ethics, with a potential to contribute to research
 | * Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements
* Evidence of participation in risk management and/or clinical/laboratory research
 | Application form / Interview |
| **Teaching** |
| * Experience of teaching
 | * Has successfully completed a “training the trainers” or “teaching skills” course
* Presentations at local/ regional/national meetings
 | Application form / Interview |
| **Personal Attributes** |
| * Passionate about subject matter
 |  | Application form / Interview |

**Other Information**

Provision of educational support and leadership opportunities

* Experienced and supportive supervisor identified who will meet regularly with the fellow
* Opportunities to organise and contribute to meetings (including regional and national e.g. HEE & FPH) and make decisions about how the project is delivered as well as the recommendations
* Opportunities for mentorship, shadowing and meeting with senior leaders – these will be identified and supported by the wider school
* Attendance at annual School of Public Health conference and events, including opportunity to present work
* Encouraged to access HEE coaching service
* Supported to undertake high-level equality, diversity and inclusion training and share this with others (training delivery)
* Work with partnership organisations and networks who have undertaken research and identified significant areas for development eg. Health And Care Women’s Leaders
* Network recent report on under-representation of those with protected characteristics on NHS Boards.