**Clinical Leadership Fellow**

**Job Description**

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| Job Title: | Clinical Leadership Fellow; CAILTEC ( Centre for AI Learning and Technological integration in Emergency Care). |
| Number of posts:Department: | 1Depts of Emergency Medicine, Leeds Teaching Hospitals |
| Responsible to: | Dr Taj Hassan, Consultant in Emergency Medicine & Director of CAILTEC. |
| Duration: | 1 year out of programme opportunity. There is no clinical component to this role. |
| Base: | Duties will be undertaken mainly in Leeds at LTH but also opportunity to network with colleagues in Y & H. |
| Length of post: | 1 year |
| Contracted hours: | 40 hours per week |

**Aims of the post**

**What is CAILTEC**

Leeds CAILTEC ( Centre for AI Learning and Technological integration in Emergency Care ) has a vision to create a leading edge internationally recognised multi-partner technological centre of excellence focused on augmenting and enhancing decision support as well as a ‘next generation’ virtual training system for the emergency care clinical workforce.

The central objectives are to create and deliver integrated technological solutions that will help improve safety, efficiency and effectiveness of patient centred delivery of emergency care. These must lead to improved health outcomes addressing health inequalities as set out in the NHS Long Term Plan and be supported by the principles of the Topol Review to help deliver a digital future for the NHS.

Since June 2019, we have run 3 senior stakeholder engagement exercises involving Leeds Teaching Hospitals, Leeds University, NHS Digital, NHSX, HEE, Yorkshire Ambulance Service, Leeds CCG and BJSS ( a commercial company based in Leeds with a strong track record for successful delivery of NHS projects). The outcome was the creation of CAILTEC supported by a range of partners based within the organisations above.

The aims are to address the challenges involving emergency care and the potential technological solutions that could help improve care, training and maintenance of clinical skills of the workforce. CAILTEC will officially launch as a ‘not for profit’ entity based within LTH Research & Innovation in October 2020. It will be led by Dr Taj Hassan, ( Cons in EM & Past President of the Royal College of EM) and supported by Prof Andy Bulpitt, Head of School of Computing at Leeds University amongst other academics and industry partners.

**SCOPE**

The Leadership Fellow will work in the newly formed Centre for AI Learning & Technological Integration in Emergency Care (CAILTEC) based in Leeds Teaching Hospitals NHS Trust to :

* **Explore** and gain leadership developmental skills in next generation eDecision support tools and immersive educational technologies.
* **Build** better understanding and create networking opportunities with the partners regionally, nationally and internationally within CAILTEC. They will also help lead the development of stronger networks with other like minded systems within the region and nationally.
* **Lead** on helping in development of a prototype for an eDecision support pathway of their choice and /or an educational digital tool utilising the skills learnt and networks created by the CAILTEC programme.

The one year programme of ‘***Explore, Build & Lead’*** within CAILTEC will be complemented by a formal one year PG Cert in leadership development or the Mary Seacole programme based at the NHS Leadership Academy depending upon the Fellow’s wishes.

**OTHER OPPORTUNITIES**

The CAILTEC Leadership Fellow will have opportunity to create a tailored personal development plan for the year to :

1. Develop a one year individual programme using the ‘explore, build and lead’ framework complemented by a formal leadership offering as described above.
2. Contribute and be able to participate also in the RCEM EMLeaders programme that is being steadily rolled out in the UK. The national Co-Lead for EMLeaders and 3 members of the regional Faculty are based in Leeds.
3. Explore the priorities and systems thinking for emergency care as set out in the NHS Long Term Plan linked to the digital agenda of the Topol Review.
4. Explore and be able to contribute to pathway development in the specific area of Same Day Emergency Care (SDEC) that is a vital part of CAILTEC’s focus and is critical to the NHS Long Term Plan.
5. Explore and contribute to the design and further development of CAILTEC’s digital educational platform – ENLIGHTENme.
6. Lead on creating better regional and national networks to support the work of CAILTEC in the domain of training and skills maintenance utilising ENLIGHTENme
7. Lead on or be involved in helping in eDecision support to help develop prototype AI /machine learning algorithms for clinical use.
8. Link and have opportunity to network to a broader EM global health agenda for training and development with EM colleagues in Pakistan, India, Sri Lanka and Bangladesh utilising the ENLIGHTENme platform.
9. Network with colleagues within LTH such as the new Medical Director Operations (Unplanned Care) – Mr Steve Bush to understand the challenges involved in systems transformation and the role of technology to support change as well as the Lead Clinicians for the Emergency Depts.
10. Attend the quarterly meetings of the CAILTEC Programme Board which will oversee the strategic development of the programme.

**Post Duties and Description**

The CLF will be expected to:

* Work with the Director for CAILTEC as their supervisor to develop a clear and tailored personal development plan for the year.
* Work to understand the offering available within the streams of work of CAILTEC in the domains of decision support and its educational platform, ENLIGHTENme.
* Develop an area of interest in eDecision support that they wish to pursue and use the network partners to help develop their idea ideally to a prototype stage.
* Explore the ENLIGHTENme platform and develop the tools available to link to a clinical area of interest.
* Create and strengthen regional and national networks for CAILTEC
* Utilise quality improvement tools to link to their own project work and track success.
* Collaborate and link to system leaders within LTH as well as Yorkshire Ambulance Service, BJSS and NHS Digital
* Contribute to and help organise relevant events to support peer learning with other CLFs.
* Meet weekly with a named Educational Supervisor and at least 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 will link to a formative assessment process with the supervisor.

**Supervision**

Supervision will be provided by Dr Taj Hassan, Director for CAILTEC and a Consultant in Emergency Medicine.

Induction will be provided by the CAILTEC team ( Director and Project Manager) and include establishment of learning objectives for the year against a standardised leadership framework.

**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.

**PERSON SPECIFICATION**

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| **POST: Clinical Leadership Fellow** |
| **REQUIREMENTS** | **ESSENTIAL** | **DESIRABLE** | **METHOD OF ASSESSMENT** |
| **ELIGIBILITY/QUALIFICATIONS** | Eligible for full registration with the GMC/GDC at time of appointment and hold a current licence to practise Eligibility to work in the UK.To be training in a local education provider within Health Education England working across Yorkshire and the Humber (HEE YH) at the time of application, and be pre-CCT at the point of start dateIn specialty training at ST3 level or above (ST1 or above for Dental Trainees), or GPVTS year 3  | Higher degree or higher-based degree (including an intercalated degree)Distinction, prizes or honours during postgraduate training | Application formPre-Employment check |
| **FITNESS TO PRACTISE** | Is up to date and fit to practise safely |  | Application formReferences |
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| **HEALTH** | Meets professional health requirements (in line with GMC standards/Good Medical Practice) |  | Pre-employment health screening |
| **LEADERSHIP** | Demonstration of commitment to leadership as part of a future career.Evidence of leadership self-awareness | Knowledge of leadership competencies and demonstration of their attainment | Application formInterview |
| **TEACHING** | Experienced in teaching in the workplace and or training environment. | Successful completion of educational programmes in quality, safety, simulation or leadership | Application formInterview References |
| **RESEARCH/AUDIT** | Evidence of active participation in QI project. | Involvement in a clinical or improvement project delivery with visible resultsPeer reviewed presentations and publications | Application formInterview References |
| **PROBITY** | Professional IntegrityDemonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality)Capacity to take responsibility for own actions |  | Application formInterview / SelectioncentreReferences |
| **SKILLS AND BEHAVIOURS** | A positive and proactive response to service users based on a commitment to patient safety, high standards of service and continuous improvement.**A demonstrable expertise in understanding and using information technology** Cultural awareness with sound understanding of and positive approach to diversity.Excellent communication skills, able to establish and maintain credibility with medical colleagues and persuade and influence where necessary.Good organisational skills, able to demonstrate flexibility, maintain a strategic perspective, analyse complex issues and identify potential solutions.Accept responsibility and accountability for own actions and decisions.Exhibits the positive values in their behaviour; of being patient centred, fair, collaborative, accountable and empowering people |  | Application formInterview References |