Job Description – School of Surgery Leadership Fellow – Non-Technical Skills/Culture change

Summary of Role:

This post is a new leadership fellow post working with the Head of School of Surgery and the Trauma and Orthopaedics Training Programme Director.

The fellow will continue a programme of work focusing on the integration of non-technical skills training into surgical training programmes. This will include assessing the impact of non-technical skills training in Trauma and Orthopaedics (T&O) via the review of ISCP feedback, NOTSS assessments, and assessment using virtual reality NOTSS platform.

The fellow will develop an ST8 year apprenticeship model to provide surgical trainees with in-programme consultant preparation. This model will commence with a pilot in vascular, general surgery or T&O with two or three trainees.

Duties and Responsibilities:

Project:

The fellow will be responsible for developing a new pioneering training programme as described above. The goal is to develop a comprehensive teaching programme around non-technical skills and professional behaviours that will span the entire six years of higher training.

It is hoped the fellow will also begin to evaluate the initial success of their educational intervention to assess its suitability to be rolled out across other surgical training schemes.

The new teaching programme will be closely aligned to the new GMC curriculum around professional behaviours, and complement the introduction of EPA’s (entrustable professional activities) to surgical training.

Personal Development:

It is anticipated the fellow will develop their leadership skills through their role in leading the project. Guidance will be given with this and development will follow the Healthcare Leadership Academy Model, with the opportunity for the fellow to undertake an HLA 360 Appraisal at least once during the year.

The fellow will also be expected to attend educational days arranged by Health Education England as part of the Future Leaders Programme and commitments will allow attendance at these days.

Regular attendance at specialty teaching days will also be expected.

Funding will also be available for a PGCert in either medical education or leadership depending on the preferences of the successful applicant.

The fellow will also identify opportunities to develop their own professional and leadership skills through both formal and informal networks.

Post Location:

The post will be hosted by Health Education England and the fellow will have access to office space and IT support at one of the regional HEE offices (Leeds, Sheffield or Hull) as appropriate.

Clinical Duties:

There is no clinical work associated with this post, or any on call commitment. There may be some flexibility for those wishing to participate in an on call rota/undertake locum on calls.

Key Relationships:

The fellow will work closely with the Head of School of Surgery and Orthopaedic TPD. The fellow will meet with their supervisor (Orthopaedic TPD) on a monthly basis in addition to the Head of School of Surgery every three months.

Other key relationships include the FLP programme, the senior HEE team and trainees within the Trauma and Orthopaedic Training Programme.

Grade:

The post will be paid according to the relevant junior doctor pay scale. There is no out of hours commitment and the salary will reflect this.