**Job Description for Leadership Fellows for the School of Medicine 2020**

**School of Medicine Internal Medicine Leadership Fellows**

**2 posts: 100% WTE OOPE**

**12 months’ Fixed Term Opportunity**

**School:** The School of Medicine’s Internal Medicine Training programme is delivered in 20 hospitals across Yorkshire and the Humber, organized into 3 regions, with a TPD responsible for each region. The new Internal Medicine (IM) stage 1 curriculum training programme, replacing core medical training, started from August 2019. The new IM stage 2 curriculum will be implemented from 2022 in Group 1 medical specialties. This post will work on aligning the new training programmes with curriculum objectives and assessment framework across the 3 regions, redesigning specialty rotations to rebalance the commitments to specialty and internal medicine training to enhance the training experience, whilst maintaining the high quality of the current training programmes. The successful applicants will be able decide at which of the 3 Locality offices they will be based, but will be expected to work across the regions.

**Responsible to:** Dr Peter Hammond, Head of School for Medicine and Training Programme Directors for IM/GIM and higher medical specialty Training.

**The post:** This is an exciting opportunity for the successful candidates to influence and develop the training programme for the new Internal Medical Trainees in Yorkshire and the Humber. Core Medical (IM) Training in the School of Medicine is organised into 3 sub schools for (East Yorkshire, West Yorkshire and South Yorkshire) with responsibility for over 300 trainees across 20 hospitals. The core focus of the year is to develop leadership skills whilst undertaking a variety of exciting and challenging projects within the School of Medicine.

This post was first established in 2016 and has proved to give an unrivalled insight into medical leadership on a regional level. The new post holders will follow on from previous fellows who have instigated and developed a number of projects within the school of medicine.

There are two posts available and it is expected that the successful candidate will work individually and collaboratively on projects tailored to their individual leadership development needs. The fellows will work directly with trainees, trainers and local administrators whilst also contributing to senior management teams within the School of Medicine. They will be encouraged to develop and build networks.

The leadership experiences from the posts will help prepare the fellows to become medical leaders; these experiences include self-awareness, team working, learning how to set strategy, managing change and resource management. It will allow the post holders to develop skills aligning with the nine domains in the healthcare leadership model.

The fellows will participate in a wide range of additional activities throughout the year including recruitment, ARCP panels, TPD and educational supervisor development days and representing the organization at local, regional and national events. They will also be encouraged to take an active role in the Future Leaders Programme.

The successful candidates will be supported to complete a 1 year qualification tailored to their needs (e.g. Postgraduate Certificate in Medical Leadership or Medical Education or similar).

The fellows will have the freedom to self-motivate and work independently, whilst also having a close network of support from the Head of School, Deputy Heads of Schools and Training Programme Directors.

They will report regularly to the monthly School of Medicine Heads of School meetings.

There will be regular protected supervision meetings to discuss project work, review progress, set objectives and review their personal development plans. Assessment will take the form of an exit multi source feedback process in addition to successful attainment of an accredited relevant qualification

**School Projects**

**Curriculum mapping for Group 1 specialties**

New training programmes from 2022 in dually accrediting medical specialties, with a reduced IM component, offer the opportunity to address issues negatively affecting the training experience. Trainee dissatisfaction with acute take commitment intensity has been highlighted in programme reviews and hinders recruitment. Contribution of IM3 trainees to registrar rotas will reduce this burden for higher specialty trainees.

This project will involve gaining feedback from trainees to identify areas for programme improvement; disseminating best practice in rota management; mapping new curricula for Group 1 specialties to placements to ensure a breadth of specialty experience and appropriate training in IM stage 2 – the fellows will facilitate this work by the STCs and focus on integration of the IM stage 2 curriculum into specialty placements. Integration of the IM quality criteria will be central to this project work.

The output from this project will be generic rotation plans for all Group 1 specialties outlining the training experience for all years of the programme, showing where main curriculum elements will be delivered and the commitment to IM training each year.

**Teaching programme for IM stage 2**

The IM curriculum encourages use of innovative teaching methods to develop the clinical and generic capabilities in practice. The IM stage 2 teaching programme needs to evolve from a didactic lecture-based format to an interactive one incorporating a variety of teaching formats. The fellows will build on the new features of the IM stage 1 teaching programme including human factors simulation, case-based learning networks, web-based resources and learning through collaborative reflection. The fellows will be expected to develop a comprehensive programme by August 2022 and identify how the success of each element will be evaluated.

The fellows will participate in a wide range of activities including recruitment, ARCP panels, TPD/ES development days and will represent the organization at local, regional and national events. They will be encouraged to take an active role in the Future Leaders Programme.

These projects have a strong focus on innovation, reflection and delivery of strategic objectives in the specific project work. Supporting delivery of the IM programme aligns with the aim of developing physicians for the future with a broad medical training capable of meeting the needs of an increasingly complex, elderly population.