

Improvement Academy Clinical Leadership Fellows for Yorkshire and Humber

Person Specification for Out of Programme Experience (OOPE)/Secondment

	SPECIALTY TRAINEES, AND SPECIALTY AND ASSOCIATE SPECIALIST (SAS) DOCTORS	OTHER HEALTHCARE PROFESSIONALS	HOW EVALUATED
Entry criteria	<p>ESSENTIAL (at post start date)</p> <ul style="list-style-type: none"> • 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 • Eligibility to work in the UK 	<p>ESSENTIAL</p> <ul style="list-style-type: none"> • AfC Band 6 (or higher) NHS Healthcare Professional including: Nurses, Pharmacists, and Allied Health Professionals. • Full registration and good standing with appropriate professional body • Currently working in Yorkshire and the Humber • Have agreement from their current employer to undertake a secondment • Must not have experience in a senior / significant leadership role • Eligibility to work in the UK 	Application form
Fitness To Practise	<p>ESSENTIAL</p> <ul style="list-style-type: none"> • Is up to date and fit to practise safely 	<p>ESSENTIAL</p> <ul style="list-style-type: none"> • Is up to date and fit to practise safely 	Application form References
Health	<p>ESSENTIAL</p> <ul style="list-style-type: none"> • Meets professional health requirements (in line with GMC standards/Good Medical Practice) • Able to fulfil Workplace Health & Wellbeing requirements for the post (with reasonable adjustments, if necessary). Including clearance on blood borne viruses, in compliance with Trust Policy. 	<p>ESSENTIAL</p> <ul style="list-style-type: none"> • Meets professional health requirements (in line with relevant professional body) • Able to fulfil Workplace Health & Wellbeing requirements for the post (with reasonable adjustments, if necessary). Including clearance on blood borne viruses, in compliance with Trust Policy. 	Application Form Pre-employment health screening

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Career Progression/ Experience	<p>ESSENTIAL</p> <ul style="list-style-type: none"> • Ability to provide a complete employment history • Evidence that career progression is consistent with personal circumstances • Evidence that present achievement and performance is commensurate with totality of period of training • At least 24 months (full time equivalent) experience in specialist training (not including Foundation modules) 	<p>ESSENTIAL</p> <ul style="list-style-type: none"> • Ability to provide a complete employment history • Evidence that career progression is consistent with personal circumstances • Evidence that present achievement and performance is commensurate with totality of period of training • Post registration experience in professional practice <p>DESIRABLE</p> <ul style="list-style-type: none"> • Minimum of 4 years post-registration experience 	Application Form Interview
Academic/ Research/ General Skills	<p>ESSENTIAL</p> <p>Research and improvement skills:</p> <ul style="list-style-type: none"> • Demonstrates understanding of the basic principles of improvement, clinical risk management & evidence-based practice • Understanding of basic research principles, methodology & ethics, with a potential to contribute to research • Evidence of active participation in audit or quality improvement <p>DESIRABLE</p> <ul style="list-style-type: none"> • Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements • Evidence of participation in risk management and/or research 	<p>ESSENTIAL</p> <p>Research and improvement skills:</p> <ul style="list-style-type: none"> • Demonstrates understanding of the basic principles of improvement, clinical risk management & evidence-based practice • Understanding of basic research principles, methodology & ethics, with a potential to contribute to research • Evidence of active participation in audit or quality improvement <p>DESIRABLE</p> <ul style="list-style-type: none"> • Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements • Evidence of participation in risk management and/or research 	Application Form Interview References

	SPECIALTY TRAINEES, AND SPECIALTY AND ASSOCIATE SPECIALIST (SAS) DOCTORS	OTHER HEALTHCARE PROFESSIONALS	HOW EVALUATED
Personal Skills	<p>ESSENTIAL</p> <p>Judgement Under Pressure:</p> <ul style="list-style-type: none"> Capacity to operate effectively under pressure & remain objective In highly emotive/pressurised situations Awareness of own limitations & when to ask for help <p>Communication Skills:</p> <ul style="list-style-type: none"> Capacity to communicate effectively & sensitively with others <p>Problem Solving:</p> <ul style="list-style-type: none"> Capacity to think beyond the obvious, with analytical and flexible mind Able to bring a range of approaches to problem solving <p>Situation Awareness:</p> <ul style="list-style-type: none"> Capacity to monitor and anticipate situations that may change rapidly <p>Decision Making:</p> <ul style="list-style-type: none"> Demonstrates effective judgement and decision-making skills <p>Organisation & Planning:</p> <ul style="list-style-type: none"> Capacity to manage time and prioritise workload, balance urgent & important demands, follow instructions Understands importance & impact of information systems Understands equality and diversity issues and how this affects patients, visitors and staff Understands Information Governance and Confidentiality 	<p>ESSENTIAL</p> <p>Judgement Under Pressure:</p> <ul style="list-style-type: none"> Capacity to operate effectively under pressure & remain objective In highly emotive/pressurised situations Awareness of own limitations and when to ask for help <p>Communication Skills:</p> <ul style="list-style-type: none"> Capacity to communicate effectively & sensitively with others <p>Problem Solving:</p> <ul style="list-style-type: none"> Capacity to think beyond the obvious, with analytical and flexible mind Able to bring a range of approaches to problem solving <p>Situation Awareness:</p> <ul style="list-style-type: none"> Capacity to monitor and anticipate situations that may change rapidly <p>Decision Making:</p> <ul style="list-style-type: none"> Demonstrates effective judgement and decision-making skills <p>Organisation & Planning:</p> <ul style="list-style-type: none"> Capacity to manage time and prioritise workload, balance urgent & important demands, follow instructions Understands importance & impact of information systems Understands equality and diversity issues and how this affects patients, visitors and staff Understands Information Governance and Confidentiality 	<p>Application Form</p> <p>Interview</p> <p>References</p>

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Leadership	<p>ESSENTIAL</p> <ul style="list-style-type: none"> Evidence of leadership experience Clear vision of role of clinical leadership fellow <p>DESIRABLE</p> <ul style="list-style-type: none"> Evidence of previous leadership roles 	<p>ESSENTIAL</p> <ul style="list-style-type: none"> Evidence of leadership experience Clear vision of role of clinical leadership fellow <p>DESIRABLE</p> <ul style="list-style-type: none"> Evidence of previous leadership roles 	Application form Interview
Probity	<p>ESSENTIAL</p> <p>Professional Integrity:</p> <ul style="list-style-type: none"> Takes responsibility for own actions Demonstrates respect for the rights of all Demonstrates awareness of ethical principles, safety, confidentiality & consent Awareness of importance of being the patients' advocate, clinical governance & responsibilities of an NHS Employee 	<p>ESSENTIAL</p> <p>Professional Integrity:</p> <ul style="list-style-type: none"> Takes responsibility for own actions Demonstrates respect for the rights of all Demonstrates awareness of ethical principles, safety, confidentiality & consent Awareness of importance of being the patients' advocate, clinical governance & responsibilities of an NHS Employee 	Application Form Interview References