**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** | **ESSENTIAL (at post start date)**   * 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 | **ESSENTIAL**   * 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** | **ESSENTIAL**   * Is up to date and fit to practise safely | **ESSENTIAL**   * Is up to date and fit to practise safely | Application form  References |
| **Health** | **ESSENTIAL**   * 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. | **ESSENTIAL**   * 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 |
| **Career Progression/**  **Experience** | **ESSENTIAL**   * 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) | **ESSENTIAL**   * 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   **DESIRABLE**   * Minimum of 4 years post-registration experience | Application Form  Interview |
| **Academic/**  **Research/**  **General Skills** | **ESSENTIAL**  **Research and improvement skills:**   * 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   **DESIRABLE**   * 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 | **ESSENTIAL**  **Research and improvement skills:**   * 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   **DESIRABLE**   * 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 |
| **Personal Skills** | **ESSENTIAL**  Judgement Under Pressure:   * Capacity to operate effectively under pressure & remain objective In highly emotive/pressurised situations * Awareness of own limitations & when to ask for help   Communication Skills:   * Capacity to communicate effectively & sensitively with others   Problem Solving:   * Capacity to think beyond the obvious, with analytical and flexible mind * Able 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 & Planning:   * 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 | **ESSENTIAL**  Judgement Under Pressure:   * Capacity to operate effectively under pressure & remain objective In highly emotive/pressurised situations * Awareness of own limitations and when to ask for help   Communication Skills:   * Capacity to communicate effectively & sensitively with others   Problem Solving:   * Capacity to think beyond the obvious, with analytical and flexible mind * Able 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 & Planning:   * 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 | Application Form  Interview  References |
| **Leadership** | **ESSENTIAL**   * Evidence of leadership experience * Clear vision of role of clinical leadership fellow * Demonstrates potential to further develop leadership skills   **DESIRABLE**   * Evidence of previous leadership roles | **ESSENTIAL**   * Evidence of leadership experience * Clear vision of role of clinical leadership fellow * Demonstrates potential to further develop leadership skills   **DESIRABLE**   * Evidence of previous leadership roles | Application form  Interview |
| **Probity** | **ESSENTIAL**  Professional Integrity:   * 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 | **ESSENTIAL**  Professional Integrity:   * 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 |