**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
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 | 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.

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  | Application FormPre-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)
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* 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 FormInterview |
| **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

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* Evidence of participation in risk management and/or research
 | Application FormInterview 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
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 | Application FormInterviewReferences |
| **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
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| **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
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