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

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|  | 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.
 | **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 |

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| **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
 | Application Form Interview |
| **Academic/ Teaching Skills** | **ESSENTIAL****Academic and teaching skills:*** Demonstrates understanding of the basic principles of quality improvement & evidence- based practice
* Understanding of basic education principles and methodology
* Evidence of active participation in teaching activities

**DESIRABLE*** Evidence of relevant academic achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements
 | **ESSENTIAL****Research and improvement skills:*** Demonstrates understanding of the basic principles of quality improvement & evidence- based practice
* Understanding of basic education principles and methodology
* Evidence of active participation in teaching activities

**DESIRABLE*** Evidence of relevant academic achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements
 | Application Form Interview References |

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| **Leadership** | **ESSENTIAL*** Evidence of leadership experience
* Clear vision of role of clinical leadership fellow

**DESIRABLE*** Evidence of previous leadership experience
 | **ESSENTIAL*** Evidence of leadership experience
* Clear vision of role of clinical leadership fellow

**DESIRABLE*** Evidence of previous leadership experience
 | 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
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 | Application Form Interview References |