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 |

|  |  |  |  |
| --- | --- | --- | --- |
|  | SPECIALTY TRAINEES, AND SPECIALTY AND ASSOCIATE SPECIALIST (SAS) DOCTORS | OTHER HEALTHCARE PROFESSIONALS | HOW EVALUATED |
| **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 |

|  |  |  |  |
| --- | --- | --- | --- |
|  | SPECIALTY TRAINEES, AND SPECIALTY AND ASSOCIATE SPECIALIST (SAS) DOCTORS | OTHER HEALTHCARE PROFESSIONALS | HOW EVALUATED |
| **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 * 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 |