

## Person Specification

### Training Programme Director

Criteria	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Primary clinical healthcare qualification.</li> <li>• Membership/Fellowship of a College, Faculty, professional association and/or regulatory body.</li> <li>• Attendance at courses aimed to support educational development (example: educator courses, Train the Trainer, etc).</li> </ul>	<ul style="list-style-type: none"> <li>• Educational qualification such as a postgraduate certificate diploma or Masters in Medical Education.</li> </ul>
<b>Employment/ Special Knowledge/ Experience</b>	<ul style="list-style-type: none"> <li>• Considerable experience of working with learners or doctors in training in an educational context.</li> <li>• Experience of clinical and educational leadership and innovation, including managing a multi-professional team.</li> <li>• Demonstrable track record of delivery in service and education.</li> <li>• Understanding of developments involving the relevant Colleges/Faculties, professional bodies, related NHS organisations and regulatory bodies.</li> <li>• Understanding of the workforce transformation agenda.</li> <li>• Trained and experienced in recruitment, selection and Equality and Diversity in the last 3 years.</li> <li>• Active involvement in, and up to date with, appraisal processes.</li> <li>• Knowledge of the NHS, its structures and processes, including an understanding of healthcare/multi-professional workforce matters.</li> <li>• Applicants who are doctors require a Licence to Practise.</li> </ul>	<ul style="list-style-type: none"> <li>• Previous or current appointment as a leader in healthcare education.</li> <li>• Awareness of funding streams for healthcare education.</li> <li>• Understanding of current health, social care and education policy.</li> </ul>

<p><b>Skills and abilities</b></p>	<ul style="list-style-type: none"> <li>• Demonstrable leadership skills and an ability to influence and motivate others.</li> <li>• A strong sense of vision and ability to innovate.</li> <li>• Politically astute with an ability to sensitively manage complexity and uncertainty.</li> <li>• Ability to problem solve and maintain objectivity.</li> <li>• Strong interpersonal, communication, written and presentation skills.</li> <li>• Ability to quickly establish personal and professional credibility with colleagues and other key stakeholders.</li> <li>• Excellent organisational and time management skills.</li> <li>• Committed to own personal development and an ability to support others to develop and progress.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to rapidly establish academic credibility.</li> </ul>
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Updated September 2016