**Person Specification - Leadership Fellow - Developing Hull Cancer Assessment Unit**

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| **Entry Criteria – Specialty Trainees, and Specialty and Associate Specialist (SAS) Doctors** |
| **Essential Criteria (at post start date)** | **When evaluated** |
| * Medical Specialty Trainee: ST3+
* Specialty and Associate Specialist (SAS) Doctors
* Full GMC, GDC or UKPHR registration ass 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 of a senior / significant leadership role
 | Application form/by the post start date |
| **Entry Criteria – Other healthcare professionals** |
| **Essential Criteria (at post start date)** | **When evaluated** |
| * AfC Band 6 (or higher) NHS Healthcare Professional including: Nurses, Pharmacists and Allied Health Professionals
* Full registration and good standing with appropriate professional body
* Have agreement from their current employer to undertake a secondment
* Must not have experience in a senior / significant leadership role
 | Application form/by the post start date |
| **Selection Criteria** |
| **Essential Criteria** | **Desirable Criteria** | **When evaluated** |
| **Knowledge & Achievements**Working knowledge of the principles of patient safety, audit and quality improvementExperience of participating in audit and quality improvement projects Motivation to introduce innovative solutions Understanding of local and national NHS structures, initiatives and priorities | Experience of leading quality improvement projectsEvidence of contributing to a project that has resulted in change | Application form / Interview |
| **Skills & Abilities**Demonstrates clarity in written and spoken communicationGood interpersonal and listening skillsAbility to manage own time effectively, prioritise, work to deadlines, and organise work over long time scalesAbility to build rapport, work effectively in teams and motivate othersInterest in the importance of leadership and managementIT literate | Experience of effective leadership and negotiationAbility to develop and maintain professional relationships with colleagues across different specialties and disciplinesComplex problem-solving ability whilst maintaining objectivity | Application form / Interview |
| **Research**Understanding of research principles | Research experienceEvidence of presentations and publications  | Application form / Interview |
| **Teaching**Interest in and experience of teaching others | Formal evidence of teaching skills and feedbackExperience in the development and supervision of others | Application form / Interview |
| **Personal Attributes**Commitment to their own personal and professional developmentReliability and PunctualityAccepts responsibility and accountability for own actions and decisionsDemonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality)  | Shows initiative and is enthusiasticSelf-motivated with high level of self-discipline | Application form / Interview / References |