**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 improvement  Experience 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 projects  Evidence of contributing to a project that has resulted in change | Application form /  Interview |
| **Skills & Abilities**  Demonstrates clarity in written and spoken communication  Good interpersonal and listening skills  Ability to manage own time effectively, prioritise, work to deadlines, and organise work over long time scales  Ability to build rapport, work effectively in teams and motivate others  Interest in the importance of leadership and management  IT literate | Experience of effective leadership and negotiation  Ability to develop and maintain professional relationships with colleagues across different specialties and disciplines  Complex problem-solving ability whilst maintaining objectivity | Application form /  Interview |
| **Research**  Understanding of research principles | Research experience  Evidence of presentations and publications | Application form /  Interview |
| **Teaching**  Interest in and experience of teaching others | Formal evidence of teaching skills and feedback  Experience in the development and supervision of others | Application form /  Interview |
| **Personal Attributes**  Commitment to their own personal and professional development  Reliability and Punctuality  Accepts responsibility and accountability for own actions and decisions  Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality) | Shows initiative and is enthusiastic  Self-motivated with high level of self-discipline | Application form /  Interview / References |