**Outline Job Description**

**12 months OOPE Fixed term Opportunity**

Leadership Fellowship at the Rotherham Foundation Trust in 2021

The Rotherham Foundation Trust wishes to offer a unique opportunity to a doctor to work full time as a member of the Education Team and alongside the Executive Team. This post, offered in collaboration with the Yorkshire and Humber Postgraduate Deanery and the University of Sheffield, will offer the successful applicant the opportunity to develop as a clinical leader and develop management skills in a 12 month out of programme opportunity.

The Post Holder will be involved in a number of local projects both within the Executive and Education Team.

The Post Holder will work with the Associate Medical Director - Medical Education and the Medical Education Manager on a number of projects including the use of electronic communication and training alerts, review of trainee induction and best practices from non medical inductions.

As a Trust, we want to look at collaboration with our non medical colleagues to have a better use of resources as well as improving inter-professional training and working. There may be an opportunities to work closely with the Learning and Development Team if required for the project.

Working closely with the Associate Director of Teaching and the Academic Lead at the University of Sheffield, the Post Holder will review the current models of clinical attachments across and within all phases of the undergraduate curriculum with regard to educational purpose, duration and quality. The Post Holder will be required to report on the current situation and produce draft plans for pilots and changes. With the addition of Physician Associate students and increase medical student numbers, there will be a requirement for new and innovated placements.

The Post Holder will be working with the Head of Medical Workforce on a Medical Engagement Strategy and a Clinical Leadership Strategy. This will involve collaborating with both clinical staff and the senior team and will support the compassionate leadership value.

As well as the 3 potential projects outlined, further projects may be available to work with the Senior Team. These projects will depend on strategic priorities at the time of appointment. Examples might include the use of data analytics to drive quality or working with the Executive team to improve acute medical take

There will be exposure to both corporate/administration and clinical leaders and leaderships, giving the Post Holder the unique opportunity to experience and observe both types and possible conflicts.

Our previous Fellows worked on a Continuous (Quality) Improvement project and Second Victim Policy. There is a possibility that this project may continue in to the next post.

In addition the Trust expects work on modernising clinical pathways and further integration with community services to offer opportunities for project work alongside the newly appointed Directors of Clinical Services.

Depending on the background of the successful applicant, there may be an opportunity to work on project specific to their specialty or job role. This can be negotiated upon starting.

There will be an opportunity to work with other Leadership Fellows in the Trust..

The Post Holder will be offered mentoring and coaching to support them during this role which will involve:-

* Taking responsibility for work and projects assigned
* Leading projects and influencing programmes which impact across a number of directorates and the wider health community
* Developing performance criteria for programmes of work and projects
* Ensuring that projects are planned and carried out in accordance with Trust strategy.
* Presenting an assured and professional approach in order to work with a variety of individuals within the Trust
* Building effective working relationships and communicating complex and sensitive information appropriately
* Developing a working knowledge of health strategy and policy that can be used to help develop action plans
* Contributing to the planning and organisation of allocated project work
* Working with other project managers to determine and understand project interdependencies and links across programmes, projects and work areas
* Planning and organising own workload and time
* Adapting, organising and prioritising the unpredictability of workload
* Working with accuracy , precision and a high degree of autonomy

The Post Holder will be expected to attend and update the Medical Education Committee on their work and will be invited to attend the Education Team’s monthly team meetings. This will give them exposure to other areas that they may not be involved in.

Non Future Leader Programme study leave is supported to the Post Holder to attend course relevant to their career such as HEE Generic Study Days.

Post Holders will be supported in attending meetings and presenting posters.

The Education Centre runs a large number of simulation training and course, the Post Holder will be expected to support simulation sessions from a clinical aspect as long as it is not detrimental to any of their own projects. The Post Holder will be involved in multi- professional learning scenarios and there may be the opportunity to design and deliver their own simulation session/course.

Clinical Work

There is no clinical component or on-call requirement. The successful trainee may be able to undertake some on call within their own specialty by arrangement with the relevant CD, providing this is not to the detriment of their Leadership role.

Study Leave Entitlement

Study leave costs will be covered by HEE up to a maximum of £3250 for each Future Leader.

The Trust will provide access to any in-house Leadership Development Programme courses provided.

Non Future Leader Programme study leave is supported to all the Post Holder to attend course relevant to their career such as HEE Generic Study Days.  
  
Post Holder will be supported in attending meetings and presenting posters.

Executive Support

The successful candidate will have a named supervisor from the Executive team for their management duties. They will also have the opportunity to shadow members of the Executive team across areas of their activities, to broaden knowledge of the challenges of working in an acute hospital.

Specific projects will be supported by the appropriate Lead.

Entry Criteria

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|  | Essential | Desirable | Evaluated |
| Qualifications | Relevant Professional Qualification | Distinction, prizes / honours in postgraduate training | Application |
| Experience | Clinical experience of acute healthcare in either General Medical Specialties / General Surgical Specialties / A&E, Urology, Obstetrics & Gynaecology, Anaesthetics,  Paediatrics | Well presented professional portfolio | Application / interview |
| Eligibility | Full registration with relevant professional body  Eligible to work in UK | Completed all higher professional qualifications | Application form  ARCP outcome |
| Management Experience | Nil essential | Experience of implementing change | Interview |
| Fitness to Practise | Up to date and fit to practise safely |  | Application form  References |
| Health | Meets professional health requirements |  | Application form  Health screening |