

Person Specification

Training Programme Director

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

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