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**Future Leaders Programme**

**Bid Assessment Tool for 2025-26 Recruitment**

|  | **Score 0** | **Score 1** | **Score 2** | **Score 3** |
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| **Why is this fellowship a good leadership opportunity**  *Clearly explain what the fellow will be aiming to achieve during the fellowship.* | No evidence of thought towards personal development  No evidence of alignment with FLP values | Clear aims and objectives for project.  Some evidence of focus on personal development  Some evidence of alignment with FLP values  Some scope for leadership and challenge | Clear and meaningful aims and objectives to project.  Good evidence of focus on personal development.  Good opportunities for leadership across all domains | Fully aligns to FLP core values and strategic priorities.  Clear, and meaningful aims objectives to project.  Involves high levels of collaboration across specialties, sites, trusts and/or regions.  Provides regular opportunities, which encourage individual thinking, autonomy and personal growth through meaningful projects. |
| **What will be the level of supervisor input?**   * *Frequency* * *Duration of meetings* * *Ease of contact, Outline support from additional areas* | Minimal (more than every 3 months) to no contact from supervisor planned. | Formal meetings around every 2-3 months, with some contact throughout year | Monthly formal meeting with some informal contact with supervisor | 2-3 weekly formal meetings at least with weekly to 2 weekly informal contact, in order to assess fellow progress.  Regular support provided alongside feedback on fellow development.  Additional areas of support provided through other senior contacts |
| **What are the personal development opportunities**  *Will a fellow*   * *Be actively supported in their development* * *Are the opportunities over and above those available if they stayed in their current post/training programme* | No evidence of active support or provision or opportunities | Some scope for leadership and challenge.  Minimal scope for adapting project to their needs.  Minimal attendance to senior meetings encouraged. | Regular support provided through development opportunities.  Attendance encouraged within the year to senior executive/board meetings, with input encouraged.  Some scope for adapting and expanding projects to their needs | Attendance encouraged on a regular basis (monthly) to senior executive/board meetings, with input encouraged.  Opportunities provided at board level, regional level or national level to innovate and encourage positive change autonomously.  Clear focus on personal development of fellows with realistic examples of contributing activities  Allow the fellow autonomy in adapting and expanding projects linked to their needs. |

**What will NOT be considered for a Leadership Post:**

* Research fellows.
* Any project where it is unclear what the fellow is trying to achieve.
* Just ‘another pair of hands’
* Any SIM or teaching post where the predominant activity is the delivery of education. Posts where the focus is on educational leadership and the identification of sustainable models of education, will be considered.
* The implementation of an already defined project/scheme/programme.
* Posts with a mandatory clinical commitment (clinical work is at the discretion of the fellow and must be separate to the fellowship and not completed within normal working hours.)