**JOB DESCRIPTION**

**Leadership fellow – paediatric training quality improvement**

Hull Teaching Hospitals NHS Trust

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| **Employer:** | Hull University Teaching Hospitals |
| **Department:** | Neonatal unit |
| **Location:** | Hull University Teaching Hospitals |
| **Accountable to:** | Dr Karin Schwarz (Educational Supervisor and Head of Yorkshire School of Paediatrics)  Dr. Rana Alia ( Local supervisor and TPD level 1 paediatric training programme)  Dr. Liz Baker ( Local supervisor and TPD level 2&3 paediatric training program) |
| **Job Type:** | Full-Time OOPE |
| **Job Title:** | Leadership fellow- paediatric training Quality Improvement |
| **Grade:** | Specialty Trainee ST3+ at commencement of post |
| **Specialty/discipline:** | Paediatrics |

**INTRODUCTION**

This Leadership Fellow post will be fully funded by the Health Education England and supported by the School of Paediatrics, Yorkshire and Humber as part of the Future Leaders program. The aim of this programme is to enable doctors in training to develop the quality improvement, organisational and leadership skills necessary for their future roles as consultants and clinical leaders.

The post would be suitable for an intermediate or advanced level clinical trainee (ST6+) wishing to develop their quality improvement and leadership skills.

This is a one year post, in which the post holder will be 1 WTE OOPE (out of programme experience) working at Hull Teaching Hospitals NHS Trust.

**POST DESCRIPTION:**

The aim of this post is to give a leadership fellow (LF) the opportunity to develop leadership competencies, values and behaviours by leading on a training quality improvement project.  The LF will develop and implement innovative quality improvement projects to improve trainee satisfaction with paediatric training across Yorkshire and the Humber with a particular focus on the East of Yorkshire.

The successful future leader will have the opportunity to promote their work regionally, nationally and internationally due to the unique challenges faced by the training program in the East of Yorkshire.

One of the main objectives of the School of Paediatrics is to continually review its training programme and to implement new ideas for improvement. Despite that, the GMC feedback remains in the lower quartile for overall training satisfaction compared to other paediatric training schools in the UK.

The School of Paediatrics is looking to identify and implement innovative ways of addressing these challenges.

With support from the east TPDs and HOS, the LF will use the trainee charter as a benchmark tool to address areas that need development in the training programme focussing on these areas to implement changes.

Potential projects which the LF can lead on:

1-         Conducting a benchmarking exercise based on the trainee charter to identify areas of improvement using multiple sources of information including lessons learned from the Covid Pandemic.

2-         Using the outcomes identified through the benchmarking exercise to implement innovative quality improvement projects, which aim to improve training.

3-         Using the leadership skills that have been learned to negotiate and work with trainees, trainers and managers on implementing sustainability plans for the training quality improvement programmes identified.

4-         Developing an ‘exit and in training interview’ system to gather feedback about the training program at critical points of training and on leaving the training programme to enable information flow for continuous improvement.

5-         Working with the new school ‘International Medical Graduate’ support group and forum to identify any additional difficulties faced by trainees new to the NHS and to address these by implementing appropriate solutions.

6-           Promoting solutions found locally to address training in remote areas at regional and national level to ensure benefit of the project to a larger group of learners.

**POST HOLDER REQUIREMENTS**

 1. At all times, comply with the GMC requirements of Duties of a Doctor/NMC code of conduct

 2. Ensure that patient confidentiality is maintained at all times.

3. Be responsible and managerially accountable for the reasonable and effective use of any Trust resources that you use and influence, and professionally accountable to the Medical Director.

4. On commencement to ensure personal attendance at the Trust’s Corporate Induction.

5. Comply with Trust policies and procedures where appropriate.

6. Ensure that all intellectual property rights of the Trust are observed.

**CLINICAL COMMITMENT**

 There is no clinical commitment attached to this post.  However, the trainee may arrange to undertake some on call within their own specialty, should they wish to, and with agreement of the Educational Supervisor and as long as this does not interfere with their leadership fellow daytime work.

**CONDITIONS OF SERVICE**

 The post holder will receive a salary, paid monthly, as laid down in the terms and conditions of service for Hospital Medical and Dental Staff or Agenda for Change, depending upon the postholder. The duration of the post will be for 12 months. These opportunities are time limited in terms of funding and post availability and cannot be extended without agreement with the Deputy Postgraduate Dean.

**ADDITIONAL REQUIREMENTS**

 All posts are subject to the NHS pre-employment check standards.  At the interview stage, the postholder will have provided evidence of their  identity, right to work in the UK, qualifications and professional registration, the Medical Recruitment team will have verified their suitability for  employment through reference checks