

Future Leadership Fellow – SuppoRTT for International Medical Graduates

Job Description

Job Title:	Future Leadership Fellow: SuppoRTT for International Medical Graduates in Yorkshire and Humber
Number of Posts:	1
Department:	SuppoRTT, NHSE Workforce, Training and Education Yorkshire and Humber (NHSE WTE YH) – Learner Support and Faculty Development
Responsible to:	Dr Maya Naravi and Miss Claire Murphy – Associate Deans for SuppoRTT, NHSE WTE YH. Katie Cobb – Business Manager, NHSE WTE YH
Accountable to:	Ms Fiona Bishop – Deputy Postgraduate Dean, NHSE WTE YH
Duration:	One year out of programme opportunity. There is no clinical component to this role. However, the successful applicant may arrange on call work should they wish to do so on agreement with the Associate Dean.
Base:	Hybrid online (Leeds/ Rotherham) and around Yorkshire & Humber for in-person meetings.
Length of post:	1 year.
Contracted hours:	40 hours per week (LTFT working options can be discussed with the successful candidate after the post has been offered).
Professional groups:	Medical, Dental, AHP, Public Health
Clinical commitment:	Non-clinical post (clinical work is at the discretion of the fellow and must be separate to the fellowship and not completed within normal working hours)

Why is this fellowship a good leadership opportunity?

International Medical Graduates (IMGs) form a significant part of the NHS workforce.

The GMC, BMA, and Royal Colleges acknowledge the need for better support for IMGs entering the NHS. Since 2020, IMG trainees in Yorkshire and Humber have benefited from the Supported Return to Training Programme (SuppoRTT). However, there is still a need for all Trusts and specialty schools to offer transparent opportunities, safe onboarding, education on IMG needs, and comprehensive support for new IMGs across the region.

This opportunity is for a Future Leaders Programme Fellow to design an NHSE WTE YH project collaborating with Trusts, Medical education departments, DMEs and across specialities with the Heads of speciality schools while working in a supportive environment. This project will be autonomous i.e. a new project and with additional options to build on the work of previous fellows and the SuppoRTT team. The project should align with the FLP's core values of fairness, responsibility, confidence and inclusivity, thereby creating a welcoming environment that embraces diverse backgrounds. The project should involve identifying the needs of international postgraduate doctors and dentists during their first year of starting in the NHS, identify gaps in support offerings, and develop regional innovative solutions to enhance their experience and integration.

This will be an exciting opportunity for growth and personal development in leadership working with senior educators enabling the shaping of future initiatives, addressing the emerging needs of the IMG community and making a tangible difference to IMGs.

What will be the level of supervisor input?

Mentorship and coaching to facilitate personal development will be provided every other week (online or face to face) throughout the project, including regular informal contacts as needed. Presentations and updates will be required monthly to the SuppoRTT team. Formal updates will be required 3 to 4 times a year across the Trusts with the SuppoRTT champions and at National network meetings. Regular reviews will focus on personal development across the range of leadership domains, as well as feedback. Opportunities for additional support from members of the NHSE WTE YH will also be provided.

What are the personal development opportunities?

The work focuses on doctors and dentists within their first year of starting in the NHS, identifying new needs, and developing regional innovative solutions where there are gaps. Some personal experience of the transition to working in the NHS from an international context is particularly valuable.

The post-holder will develop their leadership skills by regularly working alongside senior educators in NHS organisations across Yorkshire and the Humber.

We anticipate the successful candidate to develop their project as follows:

1. To engage and network with key stakeholders including Specialty Schools, Trusts and NHSE, at regional and national levels
2. To create positive change through attendance at the appropriate level of committee within Trusts and Specialty Schools. We can facilitate regular access to board level meetings for the purposes of change management during this project, where you will also be encouraged to provide input.
3. Identify any unique gaps in the provision for IMG SuppoRTT which have not been addressed and find solutions to address them autonomously.
4. Identify or review existing data from recent regional surveys on the barriers and challenges to the successful progression in NHS training posts amongst IMGs.
5. Engage with existing IMGs to explore their experience and design interventions under SuppoRTT.

6. Evaluate the uptake and relevance of current SuppoRTT resources amongst IMGs.
7. Develop a communications strategy to promote IMG SuppoRTT activities amongst IMG doctors, through links with the IMG working group directorate and Trainee Executive Forum
8. Provide representation at SuppoRTT conferences regionally and nationally.
9. Develop and promote “IMG SuppoRTT requirements” such as the WelcomING forum amongst educators/ educational supervisions regionally and nationally.
10. Contribute to the organisation and delivery of any SuppoRTT-related events.

About the post

This is a one-year leadership post based in NHSE Workforce, Training and Education working across Yorkshire and the Humber (NHSE WTE YH) within the Learner Support and Faculty Development Directorate.

This will be an OOPE (out of program experience) from your specialty training program for medical trainees or a secondment to NHSE for other healthcare professionals. You will have access to a variety of personal development opportunities (e.g. CV and interview training, Myers Briggs Type Indicator feedback, 360 appraisal, coaching and participation in an Action Learning Set) and will be supported to undertake a one-year post graduate qualification.

You will develop your leadership through formal fortnightly meetings with your educational supervisor to support your progress and personal leadership development guided by your core values. There will be multiple additional opportunities for informal meetings for support as at when required.

Post Duties and Description

The Leadership Fellow will be expected to:

- Work with senior educators, the SuppoRTT administrative team and Postgraduate Schools in NHSE WTE YH to determine the scope of their project.
- Engage with the YH Trainee Executive Forum.
- Work with the Postgraduate Schools in NHSE WTE YH to understand the project requirements.
- Evaluate and propose solutions that can be introduced to augment the current SuppoRTT programme, with an aim to improve IMG learner experience and educator knowledge.
- Highlight where improvements could be applied and share best practice.
- Work with Business managers collaboratively to develop business cases, where appropriate.
- Develop professional relationships with Heads of School, Business Managers, Programme support staff and Senior NHSE WTE YH faculty.
- Successfully lead and manage a project, apply recognised tools for improvement and measure the progress and outcomes of improvement work using objective methods.
- Provide regular updates on the progress of the project undertaken.
- Ensure that learner and educator experience is central and can be demonstrated at the end of any project.
- Organise and participate fully in peer learning with local and regional CLFs and with Improvement Academy Fellows.
- Formally relate activity to the NHS Leadership Academy Healthcare Leadership Model and the published standards of the Faculty of Medical Leadership and Management (FMLM).
- Assist with the organisation of SuppoRTT conferences.
- Meet regularly with a named Educational Supervisor and with a named Leadership Supervisor to set and review progress towards personal goals.
- Produce a report of the year's activities, outcomes, and development. This may include reflections on responses in assessment tools, such as 360 feedback, and insights into personal development, gained from mentoring, supervision and coaching.

Assessment

This shall be mostly formative during the course of the year with satisfactory attendance as a basic requirement plus:

- Completion of an end of fellowship report stating what has been achieved during the programme and what needs to be done moving forward.
- Satisfactory completion of PG Cert in Leadership, or other appropriate postgraduate qualification.

Supervision

Supervision under SuppoRTT will be provided by Dr Maya Naravi and Miss Claire Murphy.

Induction will include a pre-start date handover from the existing future leader anticipated in mid-July 2025. The SuppoRTT induction will be the Monday following the general future leadership induction with a focus on leadership competencies against the revised NHS Leadership Framework. Progress against both learning objectives and leadership competencies will be reviewed during the year with regular (three-monthly) appraisal..