

## **Future Leaders Fellow – Health related returns pathway Fellow.**

### **Job Description**

Job Title:	YH Future Leaders Fellow:  Health related returns pathway Fellow. Developing a Complex Returns Pathway
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
Base:	Hybrid (with required travel to Leeds, Sheffield, York, or Hull for fortnightly in-person meetings. Monthly regional and national travel.)
Length of post:	1 year (OOPE)
Contracted hours:	40 hours per week (potential for LTFT)
Professional groups:	Medical, Dental, Public Health, AHP
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)

### **The Project**

The successful candidate will be supported to conceive, design, and deliver a strategy to improve the support provided to PGDiTs returning from long term absence with complex needs. The fellow will be granted autonomy in steering on adapting their project to meet their needs and personal aims.

Bespoke one to one thinking environment sessions will use coaching methodology to foster the fellow's own best thinking and decide on their desired outcomes and plan of action. Alongside the guidance of an expert mentor they will co-produce a PDP and define their aims for the fellowship year overall.

The same approach is taken to the development of the leadership project, where the fellow will be guided to progress a project of their own within the outline of the phased return workstream, creating opportunities for them to apply their learning from the academic program in line with the FLP outcomes. Encouraging independent thought leans into the key principles of supported ownership and accountability essential in adult learning. The supervisors have an excellent track record and have received extremely positive feedback

about their ability to provide a thinking environment and to foster this autonomy and self-development.

The fellow will be supported to use the results from our pioneering research into reducing health and workforce inequalities to design a project addressing challenges contributing to Differential Attainment for trainees with long term health conditions. This is an extremely complex area of medical workforce and training where there is no universally accepted or adopted strategy, allowing them the opportunity to develop their ability to lead with care. They would have access to both regional and national data on trainees requiring complex phased return. The candidate would need to evaluate these data and share the vision for next steps.

Not only is this an exciting, novel area of focus, but it is also an exceptional opportunity to contribute to meaningful work espousing the NHSE and FLP values of equality and inclusion and engage with Wicked Problems in a supportive, compassionate, and nurturing environment. The team has an distinguished background in EDI work and is dedicated to equity and compassion in education.

Aims:

- > evaluate existing regional and national data about complex returns
- > identify key priorities for supporting individuals experiencing complex returns
- > develop strategies to address these priorities
- > perform SWOT stakeholder analysis
- > engage with multiple key stakeholders including but not limited to Trusts, Specialty Schools, ICBs, not-for-profit organisations such as Practitioner Health, Medical Royal Colleges, and NHSE at a regional and national level
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This rich and highly complex issue involves key, high power stakeholders affording the Fellow the opportunity to develop their proficiency in influencing for results. The fellow will be given an excellent opportunity to develop a systems management approach in a supportive and secure environment. They would be expected to engage a diverse team including NHSE staff, SuppoRTT Champions, Trust management and key national and regional stakeholders. They will be supported to engage these stakeholders to build capability and to connect the service. Finally they would be expected to evaluate their progress and hold these systems to account. As such the Fellow will have an opportunity to develop across all 9 domains of the healthcare leadership model consistent with the defined aims of the Future Leaders Programme. This post would provide the Fellow with the opportunity for autonomy in a supportive and safe to fail environment, supporting their growth and development as a future leader.

### Learning Environment and Educational Supervision

The small SuppoRTT team is sociable, cohesive, and collaborative, with regular face to face teambuilding events which the fellow will be invited to attend from appointment. As part of its commitment to growth and learning it adopts a flattened hierarchy with a flexible 'open door' culture. Fellows are empowered to take control of their learning and collaborate with the team beyond any scheduled interactions.

This positive culture provides a backdrop to more formal supervision, and scheduled fortnightly meetings with the SuppoRTT ADs form the central framework for the academic component of the fellowship. As well as working towards the fellow's personal learning objectives, this is where the fellow will access the educational supervision relating to their

project and mentorship for their leadership learning. These contacts provide modelling opportunities, and embed belonging, safety, and accountability, creating a positive learning environment where constructive feedback can enhance performance and motivation.

As well as this, monthly SuppoRTT team update meetings maintain alignment and cohesiveness and create opportunities for challenge, creativity, and collaboration within the wider team. The fellow will be expected to contribute to these meetings and take on chairing responsibilities as the year progresses.

In addition, informal supervision in the form of one to ones and e-mail or Teams communication with their supervisor will provide a supportive environment for them to grow and make decisions. This post has a track record of excellent supervision and feedback from past fellows to allow them to maximise their personal development.

### Unique Development Opportunities

With an established senior team which sits within Professional Support and the WTE directorate, the SuppoRTT post represents an excellent opportunity for the fellow to utilise mature networks to consult and partner with colleagues in neighbouring teams and organisations, and their unique position of temporary removal from the clinical environment allows them to co-produce effectively with their peers in the workforce.

The fellow will have access to senior executive meetings at NHSE as part of their secondment, and they will have the opportunity to attend board level workforce and strategy meetings at Humber and North Yorkshire ICB and West Yorkshire ICB with which the team has established working relationships.

The remit of the SuppoRTT fellowship project also provides the opportunity for the fellow to consult with colleagues in Occupational Health, HR, and Legal teams through our established links with the region's Trusts. This post has connections with key stakeholders within medical Royal Colleges and the fellow will be encouraged to engage with them at a senior level to innovate and foster positive change.

There is further scope for national collaboration via the National SuppoRTT Executive, for which the fellow will attend bimonthly meetings, with the opportunity to chair the National Fellow's Meeting component and opportunities for leading work streams and speaking to key players about the project with potential for collaboration.