

Leadership Fellow – Yorkshire & Humber Improvement Academy

Job Description

Out of Programme Experience (OOPE)/Secondment

Job Title:	Leadership Fellow
Responsible to:	Michael McCooe – Clinical Director, Improvement Academy
Accountable to:	John Wright – Director, Bradford Institute for Health Research
Duration:	12 months Fixed Term Opportunity. There is no clinical component to this role however the successful applicant may arrange weekend work should they wish to.
Job Band	Doctors – Existing Pay Grade (no out of hours banding) Other health professionals – Existing Pay Grade.
Base:	Improvement Academy, Bradford Institute for Health Research Bradford Teaching Hospitals NHS Foundation Trust
Contracted hours:	37.5 hours per week

The Yorkshire and Humber Improvement Academy is offering unique fellowships in clinical leadership with a strong emphasis on patient safety and quality improvement. We are seeking a number of exceptional fellows from different professional backgrounds to undertake this year-long attachment and to develop the skills and knowledge that will help them become the clinical leaders of the future. These fellowship roles are part of Health Education Yorkshire and the Humber's Future Leaders Programme.

Improvement Academy Leadership programme

The Leadership programme will offer one-year OOPes or secondment to specialist trainees or Allied Health Professionals and qualified nurses/midwives respectively. Please see person specification for full entry criteria.

The programme aims are:

1. To develop leadership skills, evidenced through competencies in nine leadership domains as described by the Healthcare Leadership Model
2. To adopt leadership roles in regional improvement programmes and projects (see project opportunities below), and to develop these in novel areas.
3. To build a strong theoretical foundation in subjects such as human factors, error theory, quality improvement and behaviour change theory
4. To develop an in-depth understanding of the healthcare economy in Yorkshire and Humber
5. To develop key networks, regionally and nationally
6. To shadow and learn from successful senior clinicians and leaders
7. To gain the confidence and knowledge to become a successful healthcare leader

Setting

The Improvement Academy, based at Bradford Teaching Hospitals NHS Foundation Trust, is a leading national centre in patient safety and quality improvement. Working closely with the Patient Safety Research Centre, the Yorkshire and Humber Applied Research Collaboration and NHS Trusts across the region, the team has developed international-caliber training, research and improvement programmes to improve safety and quality of healthcare.

The Improvement Academy will be offering an exciting range of project opportunities to Leadership Fellows. All our projects have regional or national relevance and impact as well as continual patient focus. Fellows will be supported to provide clinical leadership for all Improvement Academy projects and are encouraged to identify novel work streams for which they can receive support. Projects include:

- Real-world Clinical Use of AI
- Deterioration: the Impact of Safety Culture
- Staff Wellbeing

In addition, the Improvement Academy will be offering an exciting range of supplementary project opportunities with regional or national relevance that will challenge fellows and help them to develop the skills to become a highly effective leader. *Supplementary project opportunities may include:*

1. **Implementation of evidence-based practices into frontline care:** working with and learning from inspirational health service academics in the Yorkshire and Humber Applied Research Collaboration (ARC). The ARC is supported by all hospitals and universities in the region and offers an excellent opportunity to build leadership and networking skills.
2. **Patient Safety Collaborative** (regional linked to national PSC programme in England): working alongside programme managers and senior clinicians on innovative aspects of PSC programmes in areas including medicines safety, maternal/neonatal health and adoption and spread of safety practices.
3. **Patient and staff experience** (regional): using evidence-based tools and coaching skills to deliver improvements in patient experience across Yorkshire and Humber.
4. **Digital Innovation** (regional): leading aspects of the regional collaboration on health datasets (Connected Bradford) to create a digital platform which will harness the potential of big data to influence how we deliver care for our population.

Fellows will also get involved in *masterclasses* to expose them to leading edge thinking, *training* to ensure that healthcare workers in our region have access to improvement knowledge and skills and *roundtable discussions* where organisations can learn from each other's experience. These may be virtual or face-to-face depending on the current context.

There is no compulsory clinical component to the fellowship but if the fellow wishes to maintain clinical skills an opportunity to undertake clinical work within their specialty can be negotiated with Bradford Teaching Hospitals Foundation Trust. The structure of this will be agreed on an individual/specialty basis.

Improvement Academy leadership training

Fellows will develop competencies in nine leadership domains as described by the Healthcare Leadership Model:

1. Inspiring shared purpose - valuing a service ethos, holding to principles and values under pressure
2. Leading with care - understanding the unique qualities and needs of a team, support emotional wellbeing
3. Evaluating information - measuring quality and safety of services, using information to generate new ideas and make effective plans for improvement or change, making evidence-based decisions
4. Connecting our service - understanding how health and social care services fit together
5. Sharing the vision - creating clear direction, inspiring confidence for the future
6. Engaging the team - fostering creative participation, stretching the team for excellence and innovation

7. Holding to account - setting clear expectations, managing and supporting performance
8. Developing capability - building capability to enable people to meet future challenges
9. Influencing for results - using interpersonal and organisational understanding to persuade and build collaboration

Workplace learning will form the core basis for the attachment. During induction fellows will meet with key Improvement Academy staff and Bradford Teaching Hospitals Trust executive board members. They will be expected to work on key Improvement Academy projects during the year but also have the opportunity to select additional project work of interest relevant to the post.

Formal professional development will take place through training courses and workshops, involving multidisciplinary teams collaborating across primary and secondary care, making use of improvement methodologies to achieve improvements in patient safety, quality and patient experience. A strong theoretical foundation will be provided to cover relevant subjects such as human factors, organisational factors, error theory, quality improvement and behavioural change theory. In addition, fellows are encouraged to undertake a PGCert in Healthcare Leadership, Medical Education or Patient Safety.

Academic and research experience will be gained from active involvement in the evaluation of applied patient safety programmes. Experience in promoting patient involvement will be gained through working with our patient networks and fellows will be encouraged to publish papers in leading peer-reviewed and professional publications.

Fellows will link with other fellows as part of a regional network developed and supported by Health Education Yorkshire and the Humber.

Supervision

Supervision will be undertaken by Dr Michael McCooe, Professor John Wright, and Dr Vishal Sharma who will provide end of placement assessments and formative feedback based on the leadership domains. They will also undertake regular appraisal meetings, provide feedback and support the fellow in their workplace activities, offer mentoring and guidance.

Application

We are looking for exceptional individuals who have demonstrated an interest and commitment to patient safety and clinical leadership. We are seeking candidates with the drive and motivation to become the clinical healthcare leaders of the future.