**Job Description for Leadership Fellows for the School of Medicine 2021**

**School of Medicine Internal Medicine Leadership Fellows**

**1 post: 100% WTE OOPE**

**12 months’ Fixed Term Opportunity**

**School:** The School of Medicine’s Internal Medicine Training programme is delivered in 20 hospitals across Yorkshire and the Humber, organized into 3 regions, with a TPD responsible for each region. The new Internal Medicine (IM) stage 1 curriculum training programme, replacing core medical training, started from August 2019. The new IM stage 2 curriculum will be implemented from 2022 in Group 1 medical specialties. This post will focus on two areas of curriculum delivery: the acquisition of the out-patient capabilities in practice including developing skills in remote consultation; and developing the interactive teaching programme for IM to incorporate multiprofessional training alongside PAs and ACPs. The successful applicants will be able decide at which of the 3 Locality offices they will be based, but will be expected to work across the regions.

**Responsible to:** Dr Peter Hammond, Head of School for Medicine and Training Programme Directors for IM/GIM and higher medical specialty Training.

**The post:** This is an exciting opportunity for the successful candidates to influence and develop the training programme for the new Internal Medical Trainees in Yorkshire and the Humber. Core Medical (IM) Training in the School of Medicine is organised into 3 sub schools for (East Yorkshire, West Yorkshire and South Yorkshire) with responsibility for over 300 trainees across 20 hospitals. The core focus of the year is to develop leadership skills whilst undertaking a variety of exciting and challenging projects within the School of Medicine.

This post was first established in 2016 and has proved to give an unrivalled insight into medical leadership on a regional level. The new post holder will follow on from previous fellows who have instigated and developed a number of projects within the school of medicine.

There is one post available and it is expected that the successful candidate will work individually and collaboratively on projects tailored to their individual leadership development needs. The fellow will work directly with trainees, trainers and local administrators whilst also contributing to senior management teams within the School of Medicine. They will be encouraged to develop and build networks.

The leadership experiences from the posts will help prepare the fellow to become a medical leader; these experiences include self-awareness, team working, learning how to set strategy, managing change and resource management. It will allow the post holder to develop skills aligning with the nine domains in the healthcare leadership model.

The fellow will participate in a wide range of additional activities throughout the year including recruitment, ARCP panels, TPD and educational supervisor development days and representing the organization at local, regional and national events. They will also be encouraged to take an active role in the Future Leaders Programme.

The successful candidate will be supported to complete a 1 year qualification tailored to their needs (e.g. Postgraduate Certificate in Medical Leadership or Medical Education or similar).

The fellow will have the freedom to self-motivate and work independently, whilst also having a close network of support from the Head of School, Deputy Heads of Schools and Training Programme Directors.

They will report regularly to the monthly School of Medicine Heads of School meetings.

There will be regular protected supervision meetings to discuss project work, review progress, set objectives and review their personal development plans. Assessment will take the form of an exit multi source feedback process in addition to successful attainment of an accredited relevant qualification

**School Projects**

**Acquisition of the capability in practice for out-patient care:**

A recent medical specialty trainee survey highlighted the acquisition of out-patient competences as the commonest area of concern, flagged by over 50% of trainees. The clinic requirements have been relaxed through the pandemic. However, going forward IM stage 1 trainees will have to attend a minimum 80 clinics and in stage 2 higher specialty trainees will attend a minimum of 20 clinics outside their parent specialty. The increasing prevalence of remote consultation provides an added challenge. The fellow will develop a package of clinic opportunities for all IM trainees in each LEP and guidance as to how these opportunities will allow trainees to acquire the relevant curriculum competences in different settings.

**Integration of physician associates (PAs)/advanced clinical practitioners (ACPs) into a multi-professional training programme:**

PAs and ACPs are a crucial part of the IM workforce working alongside IM trainees. The training needs of these practitioners align with those of our IM trainees so it would be advantageous for both groups to train together for skills acquisition and development of teamworking competences. The teaching programmes for IM stage 1 and 2 trainees will need to evolve to support multiprofessional training as we move from the traditional didactic lecture-based format to an interactive one incorporating a variety of teaching formats. The IM curriculum encourages use of innovative teaching methods to develop the capabilities in practice and we are developing a teaching programme which will include human factors simulation, clinical reasoning skills, case-based learning networks, web-based resources and learning through collaborative reflection. The fellow will be expected to develop a multiprofessional programme by August 2023 and identify how to evaluate the success of each element.

The fellow will participate in a wide range of activities including recruitment, ARCP panels, TPD/ES development days and represent the organization at local, regional and national events. They will be encouraged to take an active role in the Future Leaders Programme. These projects have a strong focus on innovation, reflection and delivery of strategic objectives in the specific project work. Supporting delivery of the IM programme aligns with the aim of developing future physicians with a broad medical training capable of meeting the needs of an increasingly complex, elderly population.