

# Future Leaders Programme

## Person Specification for Leadership Fellow – [Leadership Fellow – Regional approaches to Climate and Health]

Entry Criteria – Specialty Trainees, and Specialty and Associate Specialist (SAS) Doctors	
Essential Criteria (at post start date)	When evaluated
Medical Specialty Trainee: (ST5/GPST2+ by programme start date) Dental Specialty Trainee: (StR by programme start date) Public Health Registrars: (ST4+ by programme start date) Specialty and Associate Specialist (SAS) Doctors Full GMC, GDC or UKPHR registration as applicable and current licence Have a satisfactory ARCP outcome Have Head of School approval for a year Out of Programme Must not have existing experience in a senior / significant leadership role	Application Form / By the post start date

Entry Criteria – Other healthcare professionals*	
Essential Criteria	When evaluated
AfC Band 6 (or higher) NHS Healthcare Professional including: Nurses, Pharmacists, Biomedical Scientists / Healthcare Scientists, and Allied Health Professionals with a minimum of 3 years' experience in the role. Full registration and good standing with appropriate professional body Have agreement from their current employer to undertake a secondment Must not have experience in a senior / significant leadership role	Application Form / By the post start date

Selection Criteria		
Essential Criteria	Desirable Criteria	When evaluated
<b>Knowledge and achievements</b>		
Clear understanding and vision of role of the leadership fellow  Experience working in health or social care organisations  Has a good understanding of the concepts of health, disease and illness and of structural, environmental and behavioural determinants of health at a population level  Has a good understanding of public health concepts, including prevention and inequalities	Demonstrates relevance of first and/or higher degree and previous experience to public health  Experience of working with others to show leadership in sustainability and health  Involvement in strategic pieces of work and knowledge of strategic priorities across key health and care organisations  Evidence of interest or awareness of the links between climate change and health	Application form / Interview

<b>Skills and abilities</b>		
<p>Effective communicator: ability to communicate effectively, including actively listening, building rapport, persuading and negotiating with individuals and groups</p> <p>Excellent organisational skills: capability to plan and manage project work and prioritise work with long timescales for delivery within agencies with differing priorities.</p> <p>Capability to work effectively in partnership with others, using leadership where appropriate</p> <p>Demonstrates initiative and resilience to adapt and respond to changing circumstances, timescales, organisational structures and systems</p> <p>Capability to use critical and strategic thinking to understand and solve complex problems</p> <p>Capability for reflective and high-quality practice</p>		Application form / Interview
<b>Research</b>		
<p>Demonstrates an understanding of the principles of scientific research, ethics, evidence-based practice and research methodology</p> <p>Demonstrates an understanding of epidemiology and statistics</p>	Evidence of academic and research achievements e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements	Application form / Interview
<b>Teaching</b>		
Experience of supporting learning in others through formal and/or informal teaching	Has delivered and evaluated education and training activities for a wide range of audiences	Application form / Interview
<b>Personal Attributes</b>		
Demonstrates honesty, integrity and professional probity		Application form / Interview

Understands, respects and demonstrates the values of the NHS

Demonstrates a commitment to public health principles and leadership as part of their future career

Desire to develop skills in compassionate leadership.

Is self-aware, self motivated and committed to personal and professional development

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