

This document presents the minimum entry and selection criteria for the Future Leaders programme. Please refer to the Person Specification for the post you are considering for the full specific requirements for that vacancy.

Future Leaders Programme

Generic Person Specification

Entry Criteria – Specialty Trainees, and Specialty and Associate Specialist (SAS) Doctors	
Essential Criteria (at post start date)	When evaluated
<ul style="list-style-type: none"> 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) Full GMC 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: Nurses 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
Knowledge and achievements		
Completed a minimum of 2 years recognised training or equivalent in either paediatrics or emergency medicine. Understanding of current issues in the NHS and relevant documents relating to this	evidence of involvement in quality improvement projects evidence of interest in medical leadership and management	Application form / Interview
Skills and abilities		

Good communication skills with adults, children and adolescents. Caring attitude to patients. Commitment to continuing medical education		Application form / Interview
Research		
evidence of project work, audit or research in Paediatrics or Paediatric emergency medicine	Relevant higher degree Publications of quality improvement / research work	Application form / Interview
Teaching		
Evidence of teaching small groups	APLS/NLS/EPALS equivalent instructor status Experience in regional / national teaching Experience in training and/or supervising undergraduate/postgraduate students	Application form / Interview
Personal Attributes		
Ability to work productively in a multi-disciplinary environment with commitment to working as a member of a team. Inquiring and critical approach to work.		Application form / Interview