

# GP School Leadership Fellow - Generalist Skills Expansion

## GP School YH Person Specification 2025

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.

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"> <li>• Medical Specialty Trainee (ST5/GPST2+ by programme start date)</li> <li>• Dental Specialty Trainee (StR by programme start date)</li> <li>• Public Health Registrars (ST4+ by programme start date)</li> <li>• Specialty and Associate Specialist (SAS) Doctors</li> <li>• Full GMC, GDC or UKPHR registration as applicable and current licence</li> <li>• Have a satisfactory ARCP outcome</li> <li>• Have Head of School approval for a year Out of Programme</li> <li>• Must not have existing experience in a senior / significant leadership role</li> </ul>	Application form / by the post start date

Entry Criteria – Other healthcare professionals* - for wider workforce post applications only	
Essential Criteria (at post start date)	When Evaluated

<ul style="list-style-type: none"> <li>• 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.</li> <li>• Full registration and good standing with appropriate professional body</li> <li>• Have agreement from their current employer to undertake a secondment.</li> <li>• Must not have experience in a senior / significant leadership role</li> </ul>	Application form / by the post start date
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<b>Selection Criteria</b>	
<b>Essential</b>	<b>When Evaluated</b>
<b>Knowledge and Achievements</b>	
<ul style="list-style-type: none"> <li>• An interest in working with learners or doctors in training in an educational context.</li> <li>• Interest in clinical and educational leadership and innovation, multi-professional teams.</li> <li>• Interest in the workforce transformation agenda.</li> <li>• Active involvement in reflective practice and up to date with e-portfolio.</li> <li>• An interest in the NHS, its structures and processes, including an understanding of healthcare/multi-professional workforce matters.</li> </ul>	Application form / Interview
<b>Skills and Abilities</b>	
<ul style="list-style-type: none"> <li>• Willingness to develop leadership skills and an ability to influence and motivate others.</li> <li>• Ability to problem solve and maintain objectivity.</li> </ul>	Application form / Interview



<ul style="list-style-type: none"><li>• Strong interpersonal communication, written and presentation skills.</li><li>• Ability to quickly establish personal and professional credibility with colleagues and other key stakeholders.</li><li>• Excellent organisational and time management skills.</li><li>• Committed to own personal development and an ability to support others to develop and progress.</li></ul>	
<b>Teaching</b>	
<ul style="list-style-type: none"><li>• Enthusiasm and experience in teaching clinical and or leadership skills in the workplace or training environment</li></ul>	Application form / Interview