

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

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) 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
Knowledge and achievements		
Experience of working in the NHS	Experience of working in a Medical Education environment	Application form / Interview
Understanding of the NHS		
Skills and abilities		
Excellent keyboarding skills including use of all Microsoft Office packages	Experience of making presentations, negotiation and influencing skills	Application form / Interview
Research		
Ability to design, provide and collate evaluation forms and feedback		Application form / Interview
Teaching		
Ability to use and support users on virtual platforms i.e Teams, Zoom, Blackboard		Application form / Interview
Personal Attributes		
Able to demonstrate behaviours consistent with Trust Core Values		Application form / Interview
Excellent interpersonal, analytical and problem solving skills		
Ability to work effectively as a member of a variety of diverse, cohesive teams		