

LEEDS TEACHING HOSPITALS NHS TRUST

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) <p>Specialty and Associate Specialist (SAS) Doctors, with minimum 3yrs experience in role.</p> <p>Full GMC, GDC or UKPHR registration as applicable and current licence to practise</p> <p>Must not have existing experience in a senior / significant leadership role</p> <p>*Must currently have Yorkshire and Humber Deanery Training Post, have a satisfactory ARCP outcome, and have Head of School approval for a year Out of Programme</p>	<p>Application Form /</p> <p>By the post start date</p>

Entry Criteria – Other healthcare professionals*	
Essential Criteria	When evaluated
<p>AfC Band 6 (or higher) NHS Healthcare Professional including: Nurses, Pharmacists, Biomedical Scientists / Healthcare Scientists, Physician Associates** and Allied Health Professionals with a minimum of 3 years' experience in the role and should be working for an NHS employer within Yorkshire and the Humber.</p> <p>Current Full registration and good standing with appropriate professional body.</p> <p>**Physician associates who are on the Physician Associate Managed Voluntary Register (PAMVR) within the Faculty of Physician Associates (RCP) are eligible to apply, and should be up to date with the revalidation examination process and undertake annual appraisal.</p> <p>Have agreement from their current employer to undertake a secondment</p> <p>Must not have experience in a senior / significant leadership role</p>	<p>Application Form /</p> <p>By the post start date</p>

Selection Criteria		
Essential Criteria	Desirable Criteria	When evaluated
Knowledge and achievements		
<p>Knowledge of audit tools, quality improvement and research methodologies.</p> <p>Demonstration of leadership development within your area.</p> <p>Evidence of leadership self-awareness.</p>	<p>Evidence of academic achievements (conference presentations, publications, prizes)</p> <p>Knowledge of leadership competencies.</p> <p>Understanding leadership and local NHS structure.</p>	<p>Application form /</p> <p>Interview</p>
Skills and abilities		

<p>All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication with patients and colleagues.</p> <p>Excellent communication skills, able to establish and maintain credibility with colleagues and persuade and influence where necessary.</p> <p>Good organisational skills, able to demonstrate flexibility, maintain a strategic perspective, analyse complex issues and identify potential solutions.</p>	<p>Experience with use of IT e.g. Microsoft Word, Excel, PowerPoint and MS Teams</p>	<p>Application form / Interview</p>
<p>Research</p>		
<p>Evidence of active participation in audit, research or QI project.</p>	<p>Involvement in an audit, research or improvement project delivery with visible results</p> <p>Peer reviewed presentations and publications</p>	<p>Application form / Interview</p>
<p>Teaching</p>		
<p>Experience of teaching in the workplace and or training environment.</p>	<p>Successful completion of educational programmes in quality, safety, simulation or leadership</p>	<p>Application form / Interview</p>
<p>Personal Attributes</p>		
<p>Exhibits the positive values in their behaviour; of being patient centred, fair, collaborative, accountable and empowering people (which are aligned to the Leeds Way).</p> <p>Cultural awareness with sound understanding of and positive approach to equality, diversity and inclusion.</p> <p>Professional Integrity.</p> <p>Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality).</p> <p>Capacity to take responsibility for own actions and decisions</p> <p>Demonstration of commitment to leadership as part of a future career.</p>		<p>Application form / Interview / References</p>