

Future Leaders Programme

**Person Specification for Leadership Follow – Cross Risk Factors approach to health**

|  |  |
| --- | --- |
| **Entry Criteria – Specialty Trainees, and Specialty and Associate Specialist (SAS) Doctors** | |
| **Essential Criteria (at post start date)** | **When evaluated** |
| Medical Specialty Trainee: ST5+ or GPST2+ Dental Specialty Trainee: StR  Public Health Registrars: ST4+  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** | | |
| Clear understanding and vision of role of Leadership Fellow  Experience working in health or social care organisations (e.g. NHS, local council, civil service) | Evidence of commitment to utilising their Fellowship to benefit their development (e.g. ideas of how their 50% allocated personal development time may be used)  Postgraduate degree in Public Health (MPH or equivalent)  Experience working in a variety of health and social care organisations at different levels e.g. local, sub-regional, regional, national, international  Evidence of interest or awareness of the commercial determinants of health | Application form / Interview |
| **Skills and abilities** | | |
| Communication skills:   * Excellent written and verbal communication skills * Excellent interpersonal skills and ability to work in partnership with others, including responding professionally and effectively to challenge and/or conflict * Ability to present oneself in an organised, professional manner * Ability to maintain credibility with colleagues and persuade and influence where necessary   Team-working   * Proven ability to work in a multidisciplinary team environment and to deliver key objectives * Experience managing projects   Problem-solving and decision-making   * Able to analyse complex issues and identify potential solutions through a range of approaches * Capacity to maintain a wide and strategic perspective * Demonstrates effective judgement and decision-making skills   Situational awareness:   * Capacity to monitor and anticipate situations that may change rapidly   Organisational skills:   * Capacity to manage time and prioritise workload effectively to deliver work across multiple departments and/or organisations   IT skills   * Experienced with Microsoft Office including PowerPoint, Word, Excel, Outlook, and Teams/Zoom   Capacity for personal development and reflective practice:   * Demonstrates commitment to continuous personal development and the importance of regular reflection in this * Has awareness of one’s own limitations and seeks help appropriately | Experience developing or delivering a project, strategy, or plan across multiple departments, sectors, and/or organisations  Experience developing and implementing a shared strategy within an organization, and/or at a local level  Experience communicating with a variety of actors and audiences effectively, both written and verbal, formally and informally  Experience of leading a team to deliver key objectives  Evidence of using negotiating and influencing skills to achieve a change in outcome  Previous experience working in the area of prevention of noncommunicable disease, especially primary prevention  Experience managing projects | Application form / Interview |
| **Research** | | |
| Understands basic research principles, methodology and ethics, with a potential to contribute to research  Understands the principles of evidence-based practice, and hierarchy of evidence | Experience of contributing to research projects  Evidence of relevant academic and research achievements, e.g. degrees, awards, distinctions, publications, presentations | Application form / Interview |
| **Teaching** | | |
| Experience of supporting learning in others through formal or informal teaching, in the workplace or a training environment | Has completed a “training the trainers” or “teaching skills” course, or similar  Educational presentations at local/regional/national/international meetings | Application form / Interview |
| **Personal Attributes** | | |
| Passionate about the subject matter  Motivated, able to work unsupervised as well as within a team under appropriate guidance  Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality)  Demonstration of commitment to leadership as part of a future career  Ability to undertake occasional travel for the role |  | Application form / Interview |