

Future Leaders Programme

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

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| **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: StRPublic Health Registrars: ST4+Specialty and Associate Specialist (SAS) DoctorsFull GMC, GDC or UKPHR registration as applicable and current licence Have a satisfactory ARCP outcomeHave Head of School approval for a year Out of ProgrammeMust not have existing experience in a senior / significant leadership role | Application Form / By the post start date |

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| **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 bodyHave 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 |

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| **Selection Criteria** |
| **Essential Criteria** | **Desirable Criteria** | **When evaluated** |
| **Knowledge and achievements** |
| Clear understanding and vision of role of Leadership FellowExperience 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, internationalEvidence 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 organisationsExperience developing and implementing a shared strategy within an organization, and/or at a local levelExperience communicating with a variety of actors and audiences effectively, both written and verbal, formally and informallyExperience of leading a team to deliver key objectivesEvidence of using negotiating and influencing skills to achieve a change in outcomePrevious experience working in the area of prevention of noncommunicable disease, especially primary preventionExperience managing projects | Application form / Interview |
| **Research** |
| Understands basic research principles, methodology and ethics, with a potential to contribute to researchUnderstands the principles of evidence-based practice, and hierarchy of evidence | Experience of contributing to research projectsEvidence 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 similarEducational presentations at local/regional/national/international meetings | Application form / Interview |
| **Personal Attributes** |
| Passionate about the subject matterMotivated, able to work unsupervised as well as within a team under appropriate guidanceDemonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality)Demonstration of commitment to leadership as part of a future careerAbility to undertake occasional travel for the role |  | Application form / Interview |