

# Future Leaders Programme

## Person Specification – IMG SuppoRTT Fellow

| 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+ or GPST2+</li> <li>• Dental Specialty Trainee: StR</li> <li>• Public Health Registrars: ST5+</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 –   |   |
|--|---|
| 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> </ul> | Application form / by the post start date |

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| <ul style="list-style-type: none"> <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> |  |
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| <b>Selection Criteria</b>   |   |                                     |
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| <b>Essential</b>  | <b>Desirable</b>  | <b>When Evaluated</b>               |
| <b>Knowledge and Achievements</b>   |   |                                     |
| <p>Demonstrable skills in written and spoken English adequate to enable effective communication.</p> <p>Clear understanding and vision of role of leadership fellow programme.</p> <p>Awareness of current initiatives and priorities within the NHS to support International Medical Graduates– locally and nationally.</p> <p>IT skills including use of Word, Excel and PowerPoint.</p> <p>Evidence of active participation in audit, quality improvement and research projects.</p> <p>Demonstrable commitment to CPD</p> | <p>Evidence of previous leadership experience.</p> <p>Knowledge of Human Factors training.</p> <p>Experience of mentoring and/or coaching</p> <p>Some personal experience of the transition to working in the NHS</p> | <p>Application form / Interview</p> |
| <b>Skills and Abilities</b>   |   |                                     |

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| <p>Cultural awareness with sound understanding of and positive approach to diversity and needs of trainees from a range of backgrounds, including Black, Asian &amp; Minority Ethnic trainees.</p> <p>Enthusiastic self-starter with awareness of own limitations; seeks help appropriately.</p> <p>Excellent interpersonal skills and ability to work in partnership with others.</p> <p>Proven ability of working in a multidisciplinary team environment and delivering team objectives.</p> <p>A positive and proactive response to service users based on a commitment to patient safety, high standards of service and continuous improvement.</p> |   | <p>Application form / Interview</p> |
| <p><b>Research</b></p>   |   |                                     |
|  | <p>Knowledge and understanding of evaluation and research methods.</p>                                | <p>Application form / Interview</p> |
| <p><b>Teaching</b></p>   |   |                                     |
| <p>Evidence of delivering or supporting the teaching and learning of others.</p>   | <p>Enthusiastic and experienced in teaching clinical skills in workplace or training environment.</p> | <p>Application form / Interview</p> |
| <p><b>Personal Attributes</b></p>  |   |                                     |
| <p>Effective judgement and decision-making skills.</p> <p>Capacity to manage time and prioritise workload.</p>   |   | <p>Application form / Interview</p> |



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| <p>Evidence of ability to present oneself in an organised and professional manner.</p> <p>Takes responsibility for own actions.</p> <p>Ability to undertake travel.</p> |  |  |
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