

Future Leaders Programme

Person Specification - Health related returns pathway Fellow. - complex phased returns.

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.

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+ or GPST2+ • Dental Specialty Trainee: StR • Public Health Registrars: ST5+ • 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 –	
Essential Criteria (at post start date)	When Evaluated

<ul style="list-style-type: none"> • 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
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Selection Criteria		
Essential	Desirable	When Evaluated
Knowledge and Achievements		
<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 trainees returning to the clinical environment. – 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 supported return to training would be useful.</p>	Application form / Interview



Skills and Abilities		
<p>Cultural awareness with sound understanding of and positive approach to diversity.</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>		Application form / Interview
Research		
	Knowledge and understanding of evaluation and research methods.	Application form / Interview
Teaching		
Evidence of delivering or supporting the teaching and learning of others.	Enthusiastic and experienced in teaching clinical skills in workplace or training environment.	Application form / Interview
Personal Attributes		
<p>Effective judgement and decision-making skills.</p> <p>Capacity to manage time and prioritise workload.</p> <p>Evidence of ability to present oneself in an</p>		Application form / Interview



<p>organised and professional manner.</p> <p>Takes responsibility for own actions.</p> <p>Ability to undertake travel</p>		
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