

**PERSON SPECIFICATION**

**Post Title: Leadership Fellow: Student Led Services**

**Grade: As per agreed rota**

**Department, Location: Bradford Teaching Hospitals NHS Foundation Trust**

***An Equal Opportunity Employer ***

*Bradford Teaching Hospitals NHS Foundation Trust positively welcomes applications from Disabled People and will make reasonable adjustments to posts in compliance with the Equality Act 2010.*

**E or D indicates whether a selection criterion is ‘Essential’ to the job role or ‘Desirable’**.

 As a minimum a candidate must meet the essential criteria for the post to be recruited.

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| **Experience** | **How Identified** |  **E/D** |
| Experience in teaching and supporting others | Application/Interview | E |
| Applicant knowledge is up to date and is fit to practise safely with a commitment for managing professional development | Application/Interview | E |
| Clinical governance / audit experience | Application/Interview | E |
| Experience in making clinical decisions and managing risk | Application/Interview | E |
| Understanding of undergraduate programmes | Application/ Interview  | E |
| Experience of undertaking simulation | Application/Interview | D |
| Experience in Education and Training  | Application/Interview | D |

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| **Skills***Includes; Analytical & judgemental Skills, Communication & Relationship Skills, Physical Skills,*  | **How Identified** | **E/D** |
| Flexibility and adaptability  | Application/Interview | E |
| Proven ability to work in different clinical settings and able to lead own work and be self-motivated | Application/Interview | E |
| Clear communication skills | Application/Interview | E |
| Organisational and time management skills including the ability to prioritise and organise own workload  | Application/Interview | E |
|  Passion for leading innovation and creativity  | Interview | E |
| Demonstration of leadership development within your area | Application/Interview | E |
| Demonstration of commitment to leadership as part of a future career | Application/Interview | E |
| Understanding leadership and local NHS structure | Application/Interview | D |
| Evidence of leadership self-awareness  | Application/Interview | D |

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| **Knowledge***Includes; Knowledge &Training* | **How Identified** | **E/D** |
| Understanding of Information Governance and Confidentiality | Interview | E |
| Understanding of equality and diversity issues and how this affects patients, visitors and staff | Interview | E |
| Understanding of what the NHS Constitution means to you, and your responsibilities to the public, patients and colleagues. | Interview | E |
| Understanding of differing professional groups requirements for Education and Training / placement requirements | Application/Interview | E |
| Relevant specialty clinical knowledge | Application/Interview | E |
| ALS Instructors Certificate | Application/Interview | D |

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| **Qualifications** - *In most cases (where indicated \*) demonstration of equivalent qualification, skills or experience is an acceptable alternative.*  | **How Identified** |  **E/D** |
| Registration with the GMC/ GDC/ UKPHR/NMC/HCPC/GPhC etc at time of appointment | Application/Interview | E |
| Medical Speciality Trainee: ST3+ or GPST2+/ Dental Speciality Trainee: StR/ Public Health Registrars: ST3+/ Speciality and Associate Specialist (SAS) Doctors OR Registered Nurse, Midwife, Allied Health Professional, Pharmacist | Application | E |
| Have a satisfactory ARCP outcome. Up to date revalidation/registration renewal.  | Application | E |
| Have Head of School approval for a year Out of Programme/ Agreement for secondment.  | Application | E |
| Must not have existing experience in a senior/significant leadership role  | Application | E |

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| **Other Requirements:***Includes; Working Conditions* | **How Identified** | **E/D** |
| Able to fulfil Occupational Health requirements for the post (with reasonable adjustments, if necessary). Including clearance on blood borne viruses, in compliance with Trust Policy. | Occupational Health Paper Screening, followed by an Immunisation Assessment in the first week of work | E |
| Professional integrity and respect for others | Interview | E |
| Flexible approach to work | Interview | E |
| Team working ability | Interview | E |
| Conscientious, punctual | Interview | E |
| Professional appearance | Interview | E |
| Eligibility to work in the UK | Interview | E |