# Future Leaders Programme

## IRIS Continuous Improvement Fellow- Person Specification

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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: 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 |

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| Entry Criteria –  |
| **Essential Criteria (at post start date)** | **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 |

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| **Selection Criteria** |
| **Essential** | **Desirable** | **When Evaluated**  |
| **Knowledge and Achievements**  |
| Educated to degree level or relevant professional knowledge and experience. Evidence of continuing professional development. | Improvement training and/or accreditation. | Application form / Interview |
| **Skills and Abilities**  |
| Working independently with a high level of responsibility and autonomy. Working in a team, dedicated to building effective working relationships and able to demonstrate strong communication skills. | Experience of managing and delivering projects.Experience providing support and input into complex programmes. Experience influencing and negotiating with senior decision makers. | Application form / Interview |
| **Research** |
| Able to gather, review, analyse and process complex information and effectively communicate the findings to non-expert audiences.Data visualisation, presenting graphs, data and reports that provide data insights.  | Understanding of run charts and statistical process control (SPC) charts.  | Application form / Interview |
| **Teaching** |
| Able to support the learning and educations of others.Passion for learning and enthusiasm for sharing learning with others.Confidence to lead by example and role model positive values and behaviours.  |  | Application form / Interview |
| **Personal Attributes**  |
| Strong ability to influence and guide others without authority, building relationships and supporting partners/stakeholders to engage them in programme activity.Positive attitude to dealing with change; flexible and adaptable, willing to explore new ways of doing things.Highly motivated and reliable.Car owner/driver, or suitable alternative transport to comply with requirements of the post. |  | Application form / Interview |