# 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 |