

Improvement Academy Clinical Leadership Fellow

Person Specification for Out of Programme Experience (OOPE)/Secondment

	SPECIALTY TRAINEES, AND SPECIALTY AND ASSOCIATE SPECIALIST (SAS) DOCTORS	OTHER HEALTHCARE PROFESSIONALS	HOW EVALUATED
Entry criteria	<p>ESSENTIAL (at post start date)</p> <ul style="list-style-type: none"> • Medical Specialty Trainees (ST5+/GPST2+) • 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 • Eligibility to work in the UK 	<p>ESSENTIAL</p> <ul style="list-style-type: none"> • AfC Band 6 (or higher) NHS Healthcare Professional including: <ul style="list-style-type: none"> ○ Nurses / Midwives ○ Pharmacists / Pharmacy Technicians ○ Healthcare Scientists/ Biomedical Scientists ○ Allied Health Professionals (Dietitians, Occupational Therapists, Operating Department Practitioners, Orthoptists, Osteopaths, Paramedics, Physiotherapists, Podiatrists, Prosthetists/Orthotists, Diagnostic Radiographer, Therapeutic Radiographer, Speech and Language Therapists) • Full registration and good standing with appropriate professional body • Currently working in Yorkshire and the Humber • Have agreement from their current employer to undertake a secondment • Must not have experience in a senior / significant leadership role • Eligibility to work in the UK 	Application form
Fitness To Practise	<p>ESSENTIAL</p> <ul style="list-style-type: none"> • Is up to date and fit to practise safely 	<p>ESSENTIAL</p> <ul style="list-style-type: none"> • Is up to date and fit to practise safely 	Application form References
Health	ESSENTIAL	ESSENTIAL	Application Form

	SPECIALTY TRAINEES, AND SPECIALTY AND ASSOCIATE SPECIALIST (SAS) DOCTORS	OTHER HEALTHCARE PROFESSIONALS	HOW EVALUATED
	<ul style="list-style-type: none"> Meets professional health requirements (in line with GMC standards/Good Medical Practice) Able to fulfil Workplace Health & Wellbeing requirements for the post (with reasonable adjustments, if necessary). Including clearance on blood borne viruses, in compliance with Trust Policy. 	<ul style="list-style-type: none"> Meets professional health requirements (in line with relevant professional body) Able to fulfil Workplace Health & Wellbeing requirements for the post (with reasonable adjustments, if necessary). Including clearance on blood borne viruses, in compliance with Trust Policy. 	Pre-employment health screening
Career Progression/ Experience	<p>ESSENTIAL</p> <ul style="list-style-type: none"> Ability to provide a complete employment history Evidence that career progression is consistent with personal circumstances Evidence that present achievement and performance is commensurate with totality of period of training At least 24 months (full time equivalent) experience in specialist training (not including Foundation modules) 	<p>ESSENTIAL</p> <ul style="list-style-type: none"> Ability to provide a complete employment history Evidence that career progression is consistent with personal circumstances Evidence that present achievement and performance is commensurate with totality of period of training Post registration experience in professional practice <p>DESIRABLE</p> <ul style="list-style-type: none"> Minimum of 4 years post-registration experience 	Application Form Interview
Academic/ Research/ General Skills	<p>ESSENTIAL</p> <p>Research and improvement skills:</p> <ul style="list-style-type: none"> Demonstrates understanding of the basic principles of improvement, clinical risk management & evidence-based practice Understanding of basic research principles, methodology & ethics, with a potential to contribute to research Evidence of active participation in audit or quality improvement 	<p>ESSENTIAL</p> <p>Research and improvement skills:</p> <ul style="list-style-type: none"> Demonstrates understanding of the basic principles of improvement, clinical risk management & evidence-based practice Understanding of basic research principles, methodology & ethics, with a potential to contribute to research Evidence of active participation in audit or quality improvement 	Application Form Interview References

	SPECIALTY TRAINEES, AND SPECIALTY AND ASSOCIATE SPECIALIST (SAS) DOCTORS	OTHER HEALTHCARE PROFESSIONALS	HOW EVALUATED
	<p>DESIRABLE</p> <ul style="list-style-type: none"> Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements Evidence of participation in risk management and/or research 	<p>DESIRABLE</p> <ul style="list-style-type: none"> Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements Evidence of participation in risk management and/or research 	
Personal Skills	<p>ESSENTIAL</p> <p>Judgement Under Pressure:</p> <ul style="list-style-type: none"> Capacity to operate effectively under pressure & remain objective In highly emotive/pressurised situations Awareness of own limitations & when to ask for help <p>Communication Skills:</p> <ul style="list-style-type: none"> Capacity to communicate effectively & sensitively with others <p>Problem Solving:</p> <ul style="list-style-type: none"> Capacity to think beyond the obvious, with analytical and flexible mind Able to bring a range of approaches to problem solving <p>Situation Awareness:</p> <ul style="list-style-type: none"> Capacity to monitor and anticipate situations that may change rapidly <p>Decision Making:</p> <ul style="list-style-type: none"> Demonstrates effective judgement and decision-making skills <p>Organisation & Planning:</p> <ul style="list-style-type: none"> Capacity to manage time and prioritise workload, 	<p>ESSENTIAL</p> <p>Judgement Under Pressure:</p> <ul style="list-style-type: none"> Capacity to operate effectively under pressure & remain objective In highly emotive/pressurised situations Awareness of own limitations and when to ask for help <p>Communication Skills:</p> <ul style="list-style-type: none"> Capacity to communicate effectively & sensitively with others <p>Problem Solving:</p> <ul style="list-style-type: none"> Capacity to think beyond the obvious, with analytical and flexible mind Able to bring a range of approaches to problem solving <p>Situation Awareness:</p> <ul style="list-style-type: none"> Capacity to monitor and anticipate situations that may change rapidly <p>Decision Making:</p> <ul style="list-style-type: none"> Demonstrates effective judgement and decision-making skills <p>Organisation & Planning:</p> <ul style="list-style-type: none"> Capacity to manage time and prioritise workload, 	Application Form Interview References

	SPECIALTY TRAINEES, AND SPECIALTY AND ASSOCIATE SPECIALIST (SAS) DOCTORS	OTHER HEALTHCARE PROFESSIONALS	HOW EVALUATED
	balance urgent & important demands, follow instructions <ul style="list-style-type: none"> • Understands importance & impact of information systems • Understands equality and diversity issues and how this affects patients, visitors and staff • Understands Information Governance and Confidentiality 	balance urgent & important demands, follow instructions <ul style="list-style-type: none"> • Understands importance & impact of information systems • Understands equality and diversity issues and how this affects patients, visitors and staff • Understands Information Governance and Confidentiality 	
Leadership	ESSENTIAL <ul style="list-style-type: none"> • Evidence of leadership experience • Clear vision of role of clinical leadership fellow • Demonstrates potential to further develop leadership skills DESIRABLE <ul style="list-style-type: none"> • Evidence of previous leadership roles 	ESSENTIAL <ul style="list-style-type: none"> • Evidence of leadership experience • Clear vision of role of clinical leadership fellow • Demonstrates potential to further develop leadership skills DESIRABLE <ul style="list-style-type: none"> • Evidence of previous leadership roles 	Application form Interview
Probity	ESSENTIAL Professional Integrity: <ul style="list-style-type: none"> • Takes responsibility for own actions • Demonstrates respect for the rights of all • Demonstrates awareness of ethical principles, safety, confidentiality & consent • Awareness of importance of being the patients' advocate, clinical governance & responsibilities of an NHS Employee 	ESSENTIAL Professional Integrity: <ul style="list-style-type: none"> • Takes responsibility for own actions • Demonstrates respect for the rights of all • Demonstrates awareness of ethical principles, safety, confidentiality & consent • Awareness of importance of being the patients' advocate, clinical governance & responsibilities of an NHS Employee 	Application Form Interview References