# Future Leaders Programme

## Generic Person Specification

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.

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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**  |
| Appropriate qualification as per above criteria | Master’s in Public Health | Application form / Interview |
| **Skills and Abilities**  |
| Judgement Under Pressure:* Capacity to operate effectively under pressure and remain objective in highly emotive/pressurised situations
* Awareness of own limitations and when to ask for help

Communication skills:* Capacity to communicate effectively and sensitively with others
* Excellent written and verbal communication skills

Problem Solving:* Capacity to think beyond the obvious, with analytical and flexible mind
* Capacity to bring a range of approaches to problem solving

Situation awareness:* Capacity to monitor and anticipate situations that may change rapidly

Decision making:* Demonstrates effective judgement and decision-making skills

Organisation and Planning:* Capacity to manage time and prioritise workload, balance urgent and important demands, follow instructions
* Understands importance and impact of information systems
* Excellent interpersonal skills
* Evidence of ability to present oneself in an organised, professional manner
* Evidence of understanding of the importance of team work

Experienced with Microsoft Word including PowerPoint, word-processing and spreadsheet software | * Motivated and able to work unsupervised as well as within a small team under appropriate guidance
 | Application form / Interview |
| **Research** |
| * Demonstrates understanding of the basic principles of audit, clinical risk management and evidence-based practice
* Understanding of basic research principles, methodology & ethics, with a potential to contribute to research
 | * Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements
* Evidence of participation in risk management and/or clinical/laboratory research
 | Application form / Interview |
| **Teaching** |
| * Experience of teaching and/or delivering presentations (can be workplace based experience or a formal post)
 | * Has successfully completed a “training the trainers” or “teaching skills” course

Presentations at local/ regional/national meetings | Application form / Interview |
| **Personal Attributes**  |
| Passionate about subject matter |  | Application form / Interview |