RECRUITMENT FAQ

CAN I APPLY IF…?

Q. **I am a band 8a?**

A. Providing you do not have significant leadership experience (i.e your current role is primarily clinical), yes. 8b-d are not eligible.

Q. **I am a trust employed doctor?**

A. Yes, but you will be required to have at least 4 years of clinical experience.

Q. **I am a medical photographer?**

A. Medical photography sits under the clinical field of healthcare science. Providing you are educated to degree level and are registered with a professional body you can apply.

Q. **I am a physicians associate?**

1. Physician associates who are on the Physician Associate Managed Voluntary Register (PAMVR) within the Faculty of Physician Associates (RCP), and who have a **minimum of 4 years' experience**, are eligible to apply. You should be up to date with the revalidation examination process and undertake annual appraisal.

Q. **I am from another professional background?**

A. If you work in a clinical field of healthcare science, providing you are educated to degree level, and are registered with a professional body you can apply but please enquire if this unclear.

Q. **I work outside Yorkshire & Humber?**

A. Unfortunately these opportunities are for healthcare professionals within the Yorkshire and Humber region only.

Q. **Can I apply for a post at a different trust?**

If you are in a substantive NHS post, you will need to ensure your current employer is happy to release you on a secondment. What is a substantive post? A permanent contract of employment within an NHS organisation.

If you’re a medic, yes, but you will need to apply for an OOPE (out of programme experience).

Q: **Can I apply for a post that is out of my speciality?**

1. Yes, you can. All projects will provide the opportunity to develop transferrable leadership skills.

Q. **My clinical training rotation does not coincide with the start of the FLP, can I start the FLP later/earlier?**

A. Unfortunately, the start date for the FLP cannot be flexed to fit with programme rotation dates. We feel that it is important that all FLPs start at once to create a cohesive and supportive cohort.

Q. **I work Less Than Full Time (LTFT) – Can I still apply?**

Working LTFTT should not be a barrier to applying for the FLP.  Irrespective of the fellows working pattern the programme is fixed-term appointment for 12 months.  It may be possible for you to make adjustments to the job role to allow for reduced working hours and ensuring the demands are more manageable. We have had several fellows who have successfully undertaken the leadership programme on a LTFTT basis ranging from 50-80% LTFT and we are keen to make the programme available to a broad range of staff that is reflective of different peoples working patterns.