**Person Specification**

**Training Programme Director**

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| **Criteria** | **Essential** | **Desirable** |
| **Qualifications**  | * Primary clinical healthcare qualification.
* Membership/Fellowship of a College, Faculty, professional association and/or regulatory body.
* Attendance at courses aimed to support educational development (example: educator courses, Train the Trainer, etc).
 | * Educational qualification such as a postgraduate certificate diploma or Masters in Medical Education.
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| **Employment/ Special Knowledge/ Experience** | * Considerable experience of working with learners or doctors in training in an educational context.
* Experience of clinical and educational leadership and innovation, including managing a multi-professional team.
* Demonstrable track record of delivery in service and education.
* Understanding of developments involving the relevant Colleges/Faculties, professional bodies, related NHS organisations and regulatory bodies.
* Understanding of the workforce transformation agenda.
* Trained and experienced in recruitment, selection and Equality and Diversity in the last 3 years.
* Active involvement in, and up to date with, appraisal processes.
* Knowledge of the NHS, its structures and processes, including an understanding of healthcare/multi-professional workforce matters.
* Applicants who are doctors require a Licence to Practise.
 | * Previous or current appointment as a leader in healthcare education.
* Awareness of funding streams for healthcare education.
* Understanding of current health, social care and education policy.
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| **Skills and abilities** | * Demonstrable leadership skills and an ability to influence and motivate others.
* A strong sense of vision and ability to innovate.
* Politically astute with an ability to sensitively manage complexity and uncertainty.
* Ability to problem solve and maintain objectivity.
* Strong interpersonal, communication, written and presentation skills.
* Ability to quickly establish personal and professional credibility with colleagues and other key stakeholders.
* Excellent organisational and time management skills.
* Committed to own personal development and an ability to support others to develop and progress.
 | * Ability to rapidly establish academic credibility.
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