

Person Specification

Training Programme Director

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • 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). 	<ul style="list-style-type: none"> • Educational qualification such as a postgraduate certificate diploma or Masters in Medical Education.
Employment/ Special Knowledge/ Experience	<ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • 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.

Skills and abilities	<ul style="list-style-type: none">• 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.	<ul style="list-style-type: none">• Ability to rapidly establish academic credibility.
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