

Medical Leadership Fellowship 2019 Person Specification

All criteria will be assessed based on information and demonstration of criteria within Application form

	Essential	Desirable
Qualifications	MBBS or equivalent medical qualification	
Eligibility	<p>To be eligible for entry into an MLF post trainees must:</p> <ul style="list-style-type: none"> • have full registration with the GMC at time of application • not be OOP or in the process of applying for OOP • have a CCT date beyond 31st July 2021 • have evidence of satisfactory achievement of competences resulting in an outcome 1 in most recent ARCP • not be involved in other substantial posts or courses alongside clinical training (e.g. those such as MLP, ACF, MSc) • have discussed and have written evidence of the support of their Training Programme Director • have a place on a hospital-based Health Education England (NW) specialty training programme from 1st August 2018 in any specialty at the following grades: <ul style="list-style-type: none"> ○ ST4 and above ○ Trainees at ST2 and 3 may be accepted where their TPD has recommended their participation 	
Fitness to practice	Up to date and fit to practice safely.	
Health	Meets professional health requirements (in line with GMC standards / Good Medical Practice).	
Career progression	Ability to provide complete details of employment history.	
Academic & Research Skills	<p>Demonstrates understanding of research principles, data collection methods, ethics & academic writing.</p> <p>Evidence of active participation in an audit cycle related to service improvement.</p>	<p>Evidence of relevant academic or research achievements:</p> <ul style="list-style-type: none"> • Degrees (MSc, PhD) • Prizes / Awards • Research project • Publications • Presentations

		<ul style="list-style-type: none"> • Demonstrates understanding of the practical application and impact of research
Personal Qualities & Professionalism	<p>Demonstrates awareness of personal values, strengths and limitations.</p> <p>Capacity to manage time, prioritise workload and reliably meet responsibilities.</p> <p>Active in own development and uses personal reflection to learn from experiences.</p> <p>Takes responsibility for actions, demonstrates respect for others and behaves in an ethical manner.</p>	<p>Capacity to operate under pressure and high levels of ambiguity.</p> <p>Demonstrates initiative & resilience to cope with changing circumstances.</p>
Working with Others	<p>Actively seeks opportunities to develop networks and to work in partnership.</p> <p>Demonstrates effective communication with colleagues and patients.</p> <p>Capacity to work effectively in multidisciplinary teams.</p> <p>Ability to negotiate as well as manage / resolve conflict.</p>	<p>Evidence of bringing together and / or leading a multidisciplinary team.</p>
Managing Services	<p>Demonstrates understanding of the importance of resource management.</p> <p>Demonstrates an understanding of appropriate delegation, guidance and support according to the skills of team members.</p> <p>Analyses own and team performance and takes appropriate action to improve performance.</p>	
Improving Services	<p>Contributes to patient safety by assessing and minimising patient risk.</p> <p>Ability to critically evaluate processes in order to contribute to planned improvements.</p>	<p>Undertaken a patient safety audit cycle of a clinical service.</p>
Setting Direction	<p>Demonstrates behaviour consistent with the principles of the NHS and the GMC.</p>	<p>Understands the principles of using evidence to influence improvements.</p> <p>Demonstrates an understanding of the importance of evaluating outcomes.</p>

Leadership Experience	<p>Evidence of engagement in leadership activities.</p> <p>Clear articulation of reasons for applying to the Medical Leadership Programme relating to personal goals.</p>	<p>Evidence of engagement in previous leadership roles related to managing or improving services.</p>
Probity	<p>Professional integrity – takes responsibility for own actions.</p> <p>Demonstrates respect for the rights of all.</p> <p>Demonstrates awareness of ethical principles: safety, confidentiality and consent.</p> <p>Awareness of importance of:</p> <ul style="list-style-type: none"> • being the patients' advocate • clinical governance • responsibilities of an NHS employee 	
Application completion	<p>ALL sections of the application form are FULLY completed according to written guidelines.</p>	