

MEDICAL LEADERSHIP PROGRAMME 2014

PERSON SPECIFICATION

ENTRY CRITERIA FOR SPECIALTY TRAINEES			
	ESSENTIAL	DESIRABLE	WHEN EVALUATED ¹
Eligibility	<p>To be eligible for entry onto the Medical Leadership Programme trainees must have:</p> <ul style="list-style-type: none"> • Full registration with the GMC at time of application. • Evidence of satisfactory achievement of competencies and exemplary progress to current level of postgraduate medical training. • A North Western or Mersey Deanery NTN leading to CCT. • A place on a Health Education North West Medical specialty training programme for at least 6 months prior to application. • At least 12 months full time equivalent from projected CCT date on 01.08.2014 • Discussed and have written evidence of the support of their Training Programme Director. • No involvement in other substantial posts alongside clinical training (such as ACF, MEF). 	<p>The recommended level of entry onto the Medical Leadership Programme is:</p> <ul style="list-style-type: none"> • Hospital ST4 and above* • Hospital SpR* • GP ST3* <p>*from 1.8.2014</p> <p>Applications from trainees in the following grades will be accepted only with strong written support from their TPD:</p> <ul style="list-style-type: none"> • Hospital ST2 and ST3 	<p>Application form; Interview; RITA / ARCP records</p>
Academic & Research Skills	<ul style="list-style-type: none"> • Demonstrates understanding of research principles, data collection methods, ethics & academic writing. • Evidence of active participation in an audit cycle related to service improvement. 	<ul style="list-style-type: none"> • Evidence of relevant academic or research achievements: <ul style="list-style-type: none"> - Degrees (MSc; PhD) - Prizes/Awards - Research project - Publications - Presentations • Demonstrates understanding of the 	<p>Application Form Interview</p>

¹ 'When Evaluated' is indicative, but may be carried out at any time throughout the selection process.

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

	applying to the Medical Leadership Programme relating to personal goals.	improving services.	
Application & Interview Requirements	<ul style="list-style-type: none"> • ALL sections of application form FULLY completed according to written guidelines. • Demonstrates ability to communicate effectively in written and spoken English. • Supporting statement from Training Programme Director. 		Application Form Application Form/ Interview Interview

Acknowledgment: The Medical Leadership Programme Person Specification 2014 includes references to the domains of the Medical Leadership Competency Framework (NHS Institute for Innovation and Improvement and the Academy of Medical Royal Colleges, 2009).