

Recruitment Profile

Job Title: Clinical Fellows

About the Job

NHSE Midlands are pleased to announce recruitment to two exciting NHSE WTE Clinical Fellowship posts.

There are two posts available, one based in the EM and one in the WM:

Supported Return to Training (SuppoRTT) Fellows

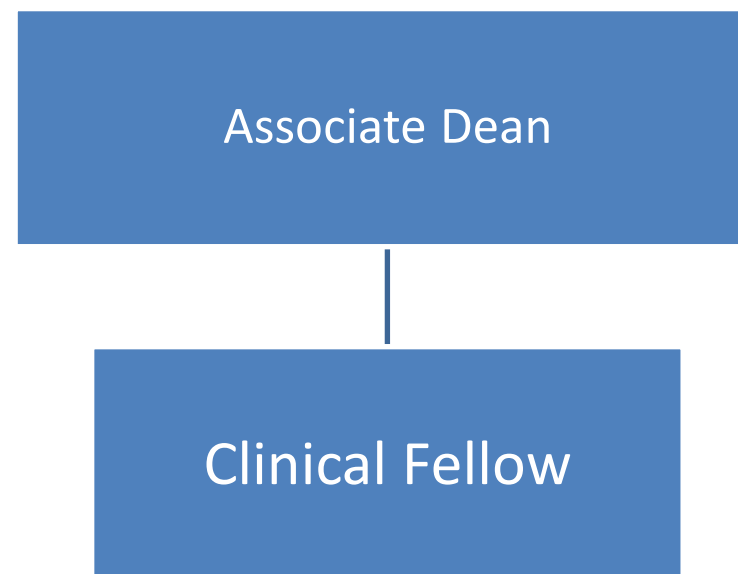
The posts are based jointly between the local NHSE WTE office and an NHS employer (e.g., NHS Trust, Lead Employer) and there is an option to continue a limited amount of agreed clinical work, 1 day a week. The candidate will continue to be clinically supervised by an educational and clinical supervisor from their parent specialty who will be responsible for development with respect to clinical work.

We are seeking dynamic self-starters, eager to adapt and learn with excellent communication, leadership and management skills. The candidates should have knowledge and experience of the UK healthcare systems and the culture, structure and policies of the NHS and arm's length bodies.

It is desirable for the candidates to have an understanding of the impact returning to training after time out of programme has on Postgraduate Doctors in Training and an interest in quality improvements to support returning trainee doctors. It is expected that candidates have experience of working in the NHS.

These roles are suitable for any doctor in training who should have already completed Foundation Year 2 at the time of their application and has a passion for medical education and training. This opportunity is open to Postgraduate Doctors in Training and LED doctors from any specialty. These posts are available to those who wish to work full time or less than full time.

Organisation Structure



Successful candidates will receive a £5,000 bursary to support a postgraduate qualification (such as a Certificate of Medical Education).	
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About Us

NHSE WTE provides leadership for the education and training system. It ensures that the shape and skills of the future health and public health workforce evolve to sustain high quality outcomes for patients in the face of demographic and technological change. NHSE WTE ensures that the workforce has the right skills, behaviours and training, and is available in the right numbers, to support the delivery of excellent healthcare and drive improvements through supporting healthcare providers and clinicians to take greater responsibility for planning and commissioning education and training.

Our **ambition** is to be the best organisation of our type in the world by living our values every day.

Our Core **Values** are that everyone feels **valued and respected** and are **included and involved** in everything that affects them; are **trusted** to make decisions with clear reasons in order to **be empowered** to deliver; are committed to clear, **effective communication**, which is transparent and open when sharing information; takes **pride and has integrity** in everything we do and recognises that everyone has a significant contribution whilst taking **personal responsibility and accountability** for actions and behaviours.

Recruitment Profile

About You

This section details the personal attributes we require for this role. If you feel these describe you, we would welcome your application

Behaviours and Values

The NHS belongs to the people and is founded on a common set of principles and values that bind together the communities and people it serves – patients and public – and the staff who work for it. This is called the NHS Constitution.

Patients, public and staff have helped develop this expression of values that inspire passion in the NHS and that should underpin everything it does. Individual organisations will develop and build upon these values, tailoring them to their local needs. The NHS values provide common ground for co-operation to achieve shared aspirations, at all levels of the NHS.

The NHS Constitution values are:

- Working together for patients
- Compassion
- Respect and dignity
- Improving lives
- Commitment to quality of care
- Everybody counts

Skills and Abilities

ESSENTIAL

- A positive and proactive commitment to patient safety, high standards of service and continuous improvement
- Cultural awareness with sound understanding of and positive approach to diversity
- Excellent communication skills, able to establish and maintain credibility with medical colleagues and persuade and influence where necessary
- Good organisational skills, able to demonstrate flexibility, maintain a strategic perspective, analyse complex issues and identify potential solutions
- Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality)

Experience and Knowledge

ESSENTIAL

- Knowledge and experience of the UK healthcare systems, the culture, structures and policies of the NHS and arm's length bodies
- Knowledge of healthcare quality improvements in particular factors that impact widening participation and equality and diversity of the workforce
- Understands the impact returning to training after time out of programme has on Postgraduate Doctors in Training and an

Qualifications and Training

ESSENTIAL

- Eligible for full registration with the GMC at time of application and hold a current licence to practise
- Eligible to work in the UK
- Successful completion of Foundation Training at the time of application

<p>interest in quality improvements to support Postgraduate Doctors in Training</p> <p>DESIRABLE</p> <ul style="list-style-type: none"> • Has an understanding and interest in working in a political environment, understanding the changing policy context, sensitivities and external factors that impact on NHSE WTE's work • Successful completion of education programmes in quality safety simulation or leadership • Understanding of NHSE enhancing doctors working lives report and the long-term workforce plan 	<p>DESIRABLE</p> <ul style="list-style-type: none"> • Evidence of participation in innovation projects • Peer reviewed presentations and publications • Higher degree or higher based degree (including intercalated degree)
<p>Management and Leadership</p> <p>ESSENTIAL</p> <ul style="list-style-type: none"> • Demonstration of commitment to leadership as part of future career • Evidence of leadership self-awareness <p>DESIRABLE</p> <ul style="list-style-type: none"> • Successfully led and managed projects, can apply recognised tools for improvement and measure the progress and outcomes of improvement work using objective methods. • Take a leading role in defining the generic and specialty specific requirements that will inform the return to training process. • Knowledge of leadership competencies and demonstration of their attainment. 	<p>Setting Direction and Service Improvement</p> <p>DESIRABLE</p> <ul style="list-style-type: none"> • Provide continuous improvement of the SuppoRTT strategy and delivery via programme innovations. • Ensure that patient safety and experience is central to any improvement work and can be demonstrated at the end of any project. • Provide continuous improvement of the SuppoRTT strategy and delivery in response to national evaluation

Expected Outcomes

About your role

This section details the outcomes and deliverables that would be expected from the role

Engaging People/Key Working relationships

- Acts as an ambassador for SuppoRTT
- Develop professional relationships with key partners and stakeholders including Trainee reps.
- Engage with SuppoRTT Champions in the region
- Engage with schools and Educators to increase awareness of SuppoRTT.
- Have presence at local teaching.
- Attending meetings and conferences, representing NHSE WTE and organise local conferences where required.
- Travel across the region as required.
- Champion the project to other doctors
- Build a network of expert contacts with medical and non-medical NHS and NHSE WTE management leaders.
- Work with other fellows for support, inspiration and development

Delivering Results/Functional Responsibilities

- Contribute to the design, implementation, monitoring and evaluation of NHSE WTE SuppoRTT programme; Support feedback on KPIs to the central office.
- Conduct further investigation and development of successful approaches to support doctors returning to training after time out of programme.
- Explore and recommend a menu of options of activities and interventions based on the above.
- Create and develop specialty checklists for return to training initiatives.
- Support Trust Champions in upskilling other NHS staff e.g. Supervisors and HR staff
- Improve the IT interface for doctors and supervisors.
- Contribute to NHSE WTE's Enhancing Junior Doctors' Working Lives programme of activity.
- Develop and deliver a specialty or management driven project that is relevant to the specific needs of NHSE WTE and the wider NHS, through active engagement with the assigned mentor and to develop programme objectives
- Enhance skills and competencies that are essential for future medical and educational leaders.

Benefits Information

About the Benefits

This section details the benefits of working for NHSE WTE

What's great about this post?

SuppoRTT Clinical Fellow Post –

The Clinical Fellow programme offers an opportunity for a trainee to develop the capabilities necessary for a future role as a clinical leader particularly in the area of education and training. There are a range of developmental opportunities; attendance at board meetings, working with multi-professional teams, project management experience, and exposure to organisational & financial management.

The Clinical Fellow will develop skills required to understand, design and recommend a defined return to training process for both a cohort of doctors and the individual trainee with bespoke needs. This will involve becoming familiar with the current range of activities and interventions that would support doctors returning to training following time out of programme or away from the workplace.

What's the terms and conditions?

As an NHS employer the following terms and conditions apply to this post:-

Salary	To be funded by the Education Contract
Hours of Work	Full time Fellow post with 1 day clinical per week (pro rata for LTFT)
Permanent, Fixed Term or Secondment	Secondment for 12 months
Leave and Bank Holidays: As per your permanent contract of employment.	
Pension: As per your permanent contract of employment.	

What other opportunities are available to me?

We'll be committed to your training and development.
When you join, you'll receive an induction and have the opportunity to attend a variety of skills-related courses.
We offer Leadership and Management development and support personal development activity.

Other useful information

Your essential role will indirectly contribute to saving and improving people's lives and developing training opportunities.
We are committed to implementing reasonable adjustments for people with disabilities.
If you are successful, you will be issued with a contract of employment which will include a full statement of the terms and conditions of service and Recruitment Profile.