**Recruitment Process for UKFPO Leadership Fellows**

**Introduction**

The UKFPO is delighted to announce the continuation of our Leadership Fellowship, a training secondment opportunity for two foundation doctors. The knowledge and skills acquired through this post will provide leadership experience and it is anticipated that by the end of the secondment, the fellows will be equipped to identify themselves as a leader and to promote and disseminate learning in leadership to others.

This paper outlines the process for recruiting UKFPO leadership fellows.

**Role**

The Fellowship offers a unique opportunity to develop the capabilities necessary for your future role as a clinical leader, enabling you to lead positive change in your healthcare environment.

**Eligibility**

* You are expected to be a fully registered doctor working within the UK Foundation Programme at the point of taking up the position. This means you will apply during your F1 year and start the post in your F2 year. Applications are open to applicants on the AFP, FPP and PFF as well as the standard Foundation Programme, and to those working less than full time (LTFT).
* Working days can be flexible, dependent on the clinical commitment, but you must be available for leadership work an average of one day per week.
* We are looking for enthusiastic trainees who are able to manage their own time effectively and who wish to use this opportunity to develop leadership skills, so that they will be well-placed in the future to lead and to disseminate their leadership training and ethos.
* We are looking for excellent communication skills, capable team working, willingness and ability to maintain confidentiality, and a desire to succeed within the various challenges and opportunities that the Fellowship presents.
* The culture of the UKFPO is one of support, openness and providing equal opportunity to everyone; those working for us are expected to show empathy and courtesy at all times.
* Only trainees expecting an Annual Review of Competence Progression (ARCP) outcome 1 will be considered.
* It would be desirable for the post-holder to have an interest in academia and research.

**Selection process**

Applications

Applications for the leadership fellowships will be managed through an online survey. The link will be provided prior at the opening of the application window. Application questions will not be published ahead of time, but applicants should consider what information they would like to share with the shortlisting panel to support their application before the window opens.

All shortlisted applicants must gain support from both their employing organisation for their F2 year and their F2 Foundation School Director (FSD) in advance of the interview.

**We will close the vacancy after the first 100 applications, even if this happens before the intended close of the application window. We will not accept any more than 100 applications.**

Shortlisting

Applicants will be shortlisted in accordance with the eligibility criteria and in the context of the strategic aims and objectives of the UKFPO. Shortlisters will include Anthony Choules, Operational Advisor to the UKFPO, and another Foundation School Director (FSD) or UKFPO Lead Dean.

Interviews

Shortlisted applicants will be invited to attend a panel interview via Microsoft Teams, where they will have the opportunity to present their ideas for the work they might like to undertake if they were to be appointed to the fellowship role.

Offers

There is scope to offer **up to two** fellowship roles.

**Timeline**

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| **Activity** | **Date(s)** |
| Advert | Tuesday 11th May 2021 |
| Application window | 09:00 Monday 17th May – 23:59 Wednesday 19th May 2021 |
| Shortlisting | 20th May – 27th May 2021\* |
| Invites to interview | Tuesday 1st June 2021\* |
| Interviews | 25th June 2021\* |
| Commence in post | Start of F2 / August 2021 |

\*subject to change, we will advise accordingly.

**Work Commitment**

The successful post-holder will spend an average of 1 day per week (0.2 WTE) working on a relevant project and will be supported to acquire skills in Healthcare Leadership and Management by attendance at a relevant course and through supervision. The remaining time in the working week (0.8 WTE) will be spent on standard clinical duties within the post-holder’s existing F2 programme.

**Supervision**

The successful applicant will be supervised by the UKFPO Operational Advisor, Anthony Choules.

**Location**

The successful post-holder will be required to attend relevant online meetings. There may also be a requirement to travel and attend relevant meetings/events, typically in Birmingham or London, which is dependent on Covid restrictions. Reimbursement will be provided for reasonable travel costs incurred. The post-holder will be expected to work closely with the UKFPO central team. It is expected that routine communications with the team and relevant stakeholders will be conducted via email / Teams / teleconference facilities.

**Financial Information**

Successful applicants will undertake the fellowship as part of their allocated F2 programme. The expectation would be for the employing organisation to continue paying the full F2 salary and for successful applicants to be effectively seconded to the UKFPO for the equivalent of one day per week.

**Start Date and Tenure**

Fellowship posts will commence at the start of the training year in August 2021, for the duration of the F2 year (i.e. until August 2022).

**UK Foundation Programme Office**

**May 2021**