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| **Grade:** | | This opportunity is available to higher specialty Postgraduate Doctors in Training; Secondary Care, ST3 and above ONLY.  This role is for Postgraduate Doctors in Training who already hold a Southwest National training Number (NTN) and who work within a Southwest training post in the Peninsula and Severn education catchment areas ONLY.  We are unable to accept applications from Postgraduate Doctors in Training currently working in any other region. | | | |
| **Training:** | | **Essential:**  Only Postgraduate Doctors in Training on an outcome 1 will be considered.  Applicants must obtain written, prior agreement from their TPD and the Rota Coordinator of the employing Trust before submitting an application.  The secondment opportunity is not subject to an employment contract with the Postgraduate Medical Education Office  This secondment is not recognised for clinical training.  Applicants must be Postgraduate Doctors in Training currently working, or about to undertake a rotational year of work, within the Southwest Peninsula/Severn training footprint.  At the time of commencement of the seconded post the Postgraduate Doctor in Training must be fully registered with the GMC with a minimum of 12-months remaining on their training contract to be eligible. | | | |
| **Hours of work:** | | The post is available for 0.4 WTE (2 days per week) It is flexible and according to negotiated time out of clinical work. The remaining sessions (0.6 WTE) will be spent working in their existing clinical speciality.  Applicants wishing to continue their less than full time contract arrangements will be considered, however, would still be required to undertake 0.4 WTE for the Postgraduate Medical Education Office. Applicants would need to reduce their clinical commitment accordingly and in line with training requirements for progression.  A Postgraduate Doctor in Training applying for a fellowship who already works LTFT will need to seek the Regional PG Deans approval (or their nominated senior representative eg Deputy Postgraduate Dean) to apply for a fellowship at 0.4 WTE.  Applicants will work two days a week (0.4 WTE) on their current salary terms, while continuing to spend the remainder of their clinical time working within their current employer (subject to employer agreement) and participating in contractually agreed out of hours commitment.  The 0.4 WTE of the basic salary will be paid to their employer for the time they spend on the fellowship. Any study leave days should be taken outside of the 0.4 WTE for this role.  The Fellow will be expected to conduct their seconded work on 2 fixed days and attend some meetings face to face outside of region – generally London based. Flexibility in the work schedule may be permitted as exceptions with supervisor’s agreement. | | | |
| **Type of contract:** | | This post is offered on a 12 month only basis. NHSE-SW will fund your percentage of fellowship time/work directly to your employing trust based on your basic salary.  You will be paid via your employing trust for your Fellowship work at the same time as you would be paid for your clinical role and at the same percentage of full time.  Out of hours payments are not included in the funding. | | | |
| **Requirement to travel:** | | Whilst most work will be undertaken virtually, travel to and from NHSE offices will be required at times. Costs for travel will be met by NHSE SW although reimbursements will be through your employing Trust process. | | | |
| **Supervisor:** | | To be confirmed | **Accountable to:** | Nominated NHSE Supervisor | |
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| **Role purpose and context** | NHSE-SW is committed to providing outstanding training for all of its Postgraduate Doctors in Training whatever their country or origin and to provide its training workforce with development opportunities whenever and wherever possible.  The Educator Workforce Strategy (EWS) was published in March 2023 and set out the actions to ensure sufficient capacity and quality of educators to allow the necessary growth in healthcare workforce, detailed in the [*NHS Long-Term Workforce Plan*](https://www.england.nhs.uk/publication/nhs-long-term-workforce-plan/)(LTWP).  To assist and drive the necessary changes in our ways of working to deliver the ambitions of the Educator Workforce Strategy (and ultimately the LTWP) NHSE – Southwest, in collaboration with the Education Reform - National Educator Workforce Strategy Team, has agreed a fellowship post to support the Educator Workforce Strategy Implementation Plan.  The Educator Workforce Strategy Fellow is unique to the Southwest as part of the 2024/25 intake of Fellows and will be a high-profile role, drawing on the expertise and experience of the post holder to support and influence the changes to the way NHS England maximises the value and impact of education and training. The Postholder will value and especially have a broad understanding of multiprofessional working, in line with the Educator Workforce Strategy (EWS) ambitions and the Long-Term Workforce Plan, and a commitment to multiprofessional training.  The postholder will contribute to delivering the EWS Implementation Plan, working closely with their nominated NHSE supervisor and the Educator Workforce Team; providing specialist clinical advice and working to identify the required educator workforce needed to deliver a sustainable, safe, skilled workforce to meet patient care and population health. As part of this the postholder will also, as appropriate to the requirements of the EWS Implementation Plan, engage with a wide range of stakeholders for example educators, senior leaders in the NHS England Workforce, Training and Education (WT&E) Directorate, NHS England leaders, Regional WT&E including Post Graduate Deans, ICB Workforce and Training leads, Royal Colleges and Societies, regulators, HEIs and FE Colleges, the GMC, as well as clinical and system leaders from the health and care systems.  This is a unique opportunity for an enthusiastic Postgraduate Doctor in Training who is able to manage their own time effectively and who wishes to use this opportunity to develop capabilities essential for their future role as a leader, change agent and/or clinical leader/ or educator. The leadership and support skills developed through the fellowship will also ensure the fellow will be well placed in the future to effectively promote the ambitions of the Long Term Workforce Plan and disseminate support to others.  We are looking for an individual with excellent communication and collaboration skills, capable of team working, maintaining confidentiality and a desire to succeed with the various challenges that the role presents.  Fellows have the opportunity to build project management skills also and to deliver sustainable improvement to the training and educator experience.  Fellows will provide support, guidance and feedback to NHSE-SW and their external stakeholders on changes to policy, process and new initiatives.  Fellows will provide a written report of their fellowship year as they demit their post and aim for publication in a medical education journal and/or presentation at a national event. | | | |
| **Role objectives** | The Fellow Scheme offers emerging leaders across healthcare the opportunity to develop their skills in leadership, management, strategy, project management and health policy outside of their normal clinical practice.  During the Fellowship you will have the opportunity to acquire, develop and share knowledge and skills and will be challenged to think and behave differently in your leadership roles.  The Fellowship will take previous formal learning and experience into the workplace, working with senior leaders in NHSE (WT&E Directorate) as well as very senior managers and clinical leads. It also gives an opportunity to learn about current leadership and management by providing insights into and real experiences of an organisation, its structures, governance and decision-making processes, dealing with problems faced by the organisation and proposing workable solutions.  The EWS programme of work is designed to support regional and ICB implementation of the LTWP. Specifically, the co-developed guidance will support local systems with planning and delivery of workforce expansion plans and support them to identify and plan for the additional educator workforce required to deliver planned growth.  The postholder will support delivery of the following:   * Communicate the aims, processes and impact of the Educator Workforce Strategy * Development of regional and ICB guidance to provide systems with the framework and information needed to enable sustainable iterative growth. * the development of co-developed toolkit to enable regions and ICBs to identify their existing educator workforce, map this to planned growth, and identify local reforms needed to ensure educators are identified developed and given appropriate time and resource to deliver training to new and existing staff * regions to establish local networks to support the implementation of the Educator Workforce Strategy * Work with WT&E comms staff to ensure all stakeholders are appropriately apprised of progress and implications of the programme. * the development and implementation of any trailblazers to help facilitate success of the Educator Workforce Strategy   Linked to this, the post holder will play a crucial role and work alongside the Educator Workforce Strategy Team to support the following performance metrics of the programme:   * Working with regions, ICBs and local systems to support the co-develop iterative guidance for local implementation of the Educator Workforce Strategy. * Support regions and ICBs to develop plans for the expansion of the educator workforce, aligned to the LTWP expansion. * Support the development of metrics to measure the current educator workforce and successful implementation of EWS * Gather and communicate evidence that demonstrates the value of educators and return on investment in educators across the NHS. * Engage with key stakeholders from across the NHS – for example higher and foundation educational institutions, Royal Colleges and Societies and Regulators to develop and agree key educator principles and standards. * Ensure that specific focus on EDI is retained within the programmes of work associated with the implementation of the Educator Workforce Strategy and enable opportunities to ensure that the educator workforce is a positive force in addressing EDI issues in the wider NHS.   Also :   * Promote and encourage change management to Postgraduate Doctors in Training aligned with the Educator Workforce Strategy. * Manage projects as required and apply recognised tools for improvement and measures | | | |

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| **Criteria** | | |
| **Education and level of experience** | | |
| **Essential:**  MBBS or equivalent.  Southwest NTN number.  ST3 or above | **Desirable:**  Qualification in medical education.  Success in the first parts, or completion of, specialty training qualifications [excluding exit examinations] | |
| **Experience** | | |
| Working effectively with a team  Problem solving  Emotional Intelligence and self-awareness  Demonstrates flexibility in ways of working  Compassionate leadership  Empowers others within the remit and responsibilities of the individual | | **Desirable:**  Attended a course on medical education.  Cross specialty or multi-professional teaching.  Able to develop resources.  Experience in the participation and delivery of formal clinical training and/or supervision  Research skills; understanding (and/or experience) how to measure performance objectively and how to inspire shared purpose among our stakeholders and educator workforce when proposing and implementing changes.  Experience and application of project management principles and methodology |
| **Skills, Abilities & Knowledge** | | |
| **Essential:**  An understanding of the Educator Workforce Strategy, Long-Term Workforce Plan, The People Promise and the EDI Strategy  Able to work independently and collaboratively across grades, specialties and professions to identify outcomes and contribute towards delivery  Demonstrate good communication skills and the ability to build effective and collaborative working relationships  Commitment to realising the benefits of multiprofessional working and improvements to the NHS healthcare workforce  A commitment to delivering high quality improvement.  Able to demonstrate being a team player  Excellent organisational abilities:   * Ability to forward plan * Ability to set and meet deadlines * Ability to plan for and deliver sustainable outcomes * Time management and prioritisation skills   Adept in using MS Office (Excel; Word; Power Point); Internet; Email.     * Great interpersonal and communication skills that will enable you to: * articulate vision * communicate effectively * encourage ability * engage well with a variety of stakeholders * inspire & motivate   Personally, you should be open to challenge and have flexibility in your approach.  Demonstrates respect and dignity for others | **Desirable:**   * Social media / website skills.   Understanding of Leadership / Quality Improvement methodology.  Understanding and application of project management principles and methodology  Appreciation of financial management and VFM | |

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| **One year of higher education funding** |
| Fellows will be offered funding for one year of higher education; study leave time outside of the 0.4 (WTE) fellowship time will need to be used for this to be undertaken.   * A PGCert * A PGDip (if the Doctor in Training already has a PGCert)   During interview, we would be pleased if the candidate could confirm an interest in completing any of the 2 courses. |