Recruitment Profile

East of England Leadership Fellow in Teaching, Education and Innovation (Enhance Programme)

About the Job

The East of England (EoE) office within NHS England (NHSE) is committed to providing outstanding support and development for healthcare professionals in training.

To this aim we plan to appoint several educational fellows to support the enhance programme in foundation within NHSE EoE. It is envisaged that the successful candidates will each dedicate 1 day a week to this role (20% NHSE and 80% clinical). Each role requires a knowledgeable, motivated individual with the skillset to be self-directed and innovative.

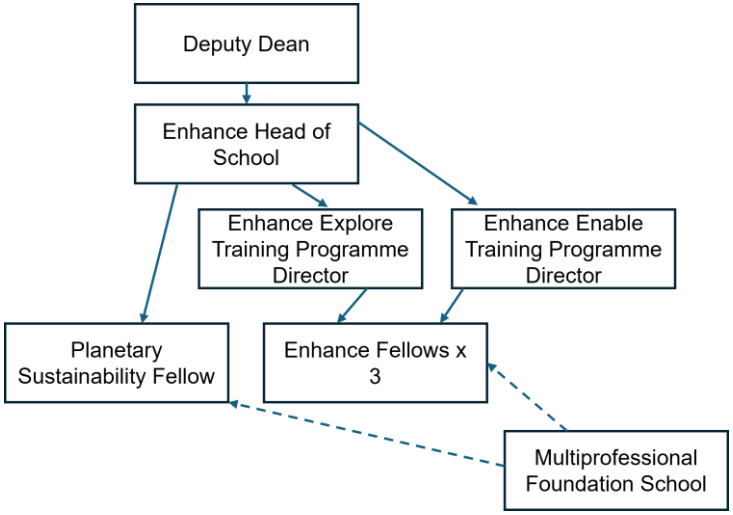
The EoE school of enhance offers a professional development contextual leadership programme for foundation doctors, foundation pharmacists, foundation dentists and physician associates in the region. It is also part of a much bigger project to reshape postgraduate medical training in the UK. The EoE school was the first pilot in the UK to embed a generalist development programme within postgraduate foundation training.

Our development programme is themed around six educational domains which work within the foundation year curriculums and sit alongside the GMC, GPhC and GDC generic professional competencies. Core units allow the learner, on completion, to develop as a skilled practitioner with knowledge and expertise in a broad range of disciplines that will stand them in good stead to work within the 21st century NHS. Each domain offers triggers for deeper learning, for reflective practice, the opportunity for activism and for quality improvement experience.

General role and purpose

1. Responsible for developing educational modules in collaboration with NHSE colleagues and external collaborators:
    a. Assist in evaluation of these modules
    b. Present results to colleagues in the EoE enhance team, as well as liaising with other trailblazer schemes across England and the national 'enhancing generalist skills' team.
2. Curate and maintain enhance resources as part of the learning programme:
    a. Review content on PGVLE for enhance suitability
    b. Create courses around other content to extend and make suitable for enhance learners

Organisation Structure



Our fellow posts

The 'enhancing generalist skills' programme is based on the recommendations of Health Education England's 2020 Future Doctor report and broadly speaking is about helping tomorrow's health care professionals navigate increasing complexity – at a clinical level, at a population level and at a system level. We plan to appoint three fellows, including opportunity for multiprofessional fellows to help with programme development – we envisage a different focus for each fellow in terms of educational themes.

To ensure maximum support from the team during your fellowship, we suggest that prospective fellows plan to join the team on Wednesdays or Fridays. Some flexibility may be required across the year to provide support at events and attend team meetings.

c. Align resources for future educational modules, linking in with foundation and multiprofessional educational fellows 3. Enthuse and support foundation/preceptorship healthcare professionals taking part in enhance tasters and the pilot programme 4. Support the expansion of 'enhance enable' and 'enhance explore' in the EoE, to include travel to attend and support at learning events throughout the region* 5. Work with multiprofessional colleagues to support with further expansion and improvement of the enhance offer to pharmacists, dentists, physicians associates and other healthcare professionals. 6. Work with the enhance educators and project colleagues to continually evaluate and improve the module resources. 7. Participate in the development of national resources and utilise as they become available. 8. Support the generalism longitudinal integrated clerkship (GLIC) a. Development of the GLIC b. Creating opportunities and tasters c. Evaluation 9. We strongly encourage keeping a portfolio which includes feedback on your teaching and facilitation skills from senior educators and simulation faculties, project development and delivery and develop your skills through self-reflection.	**Role Objectives** Help develop high quality educational resources for use at a regional and national level and to assist with the evaluation and national rollout of these resources. Provide support to learners and educators in the region as we develop clinical opportunities to enhance generalist skills (especially the development of the EoE generalism longitudinal integrated clerkship (GLIC). Deliver educational hub days across the region. Collaborate with partner organisations and regional and national enhance teams to maximise the quality of regional resources and to shape the national conversation. Enable doctors and pharmacists in training to successfully develop their generalist skills.

***Team and educational events**

These are the current planned events likely to take place during your fellowship (dates/locations may be subject to change due to ongoing NHSE/DHSC organisational change).

Learning and development days (face to face)

- Wednesday 23rd September 2026, Welcome/Introduction, Cambridge area
- Tuesday 13th October 2026, Environmental Sustainability, Cambridge area
- Wednesday 18th November 2026, System Working, Norfolk/Suffolk
- Wednesday 10th February 2027, Complex Multimorbidity, Cambridge area
- Tuesday 9th March 2027, Social Justice and Health Equity, Cambridge area
- Thursday 13th May 2027, Person Centred Practice, Cambridge area
- Friday 21st May 2027, Population Health, Cambridge area
- 4 x regional hub days, dates TBC, usually between February – May 2027

We anticipate at least 1 fellow being present for all development/hub days. You are not expected to attend all 7.

Team meetings (face to face)

- Friday 16th October 2026
- Wednesday 9th December 2026
- Friday 19th March 2026
- Wednesday 23rd June 2026

We request fellows to prioritise our face to face team meetings where possible.

About Us

NHSE 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 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

Understand the values of the NHS constitution and work with these values underpinning. These values are:

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

Personally, you should be resilient, be open to challenge and have flexibility in your approach and in your working hours

Skills and abilities

Essential:

- A commitment to delivering high quality improvement
- Excellent organisational abilities
- Ability to forward plan
- Ability to keep on track to deliver sustainable outcomes
- Time management and prioritisation skills
- Adept in using MS Office (Excel, Word, PowerPoint), Internet, email.
- People management and leadership skills.
- Ability to work collaboratively across grades, specialities, and professions.
- Able to work both independently and as part of a team.
- Great interpersonal and communication skills that will enable you to:
    - Articulate vision
    - Communicate effectively
    - Encourage ability
    - Engage well with a variety of stakeholders
    - Inspire and motivate

Desirable:

	• Knowledge of educational theory • Social media / website skills • Training in quality improvement methodology
Experience and knowledge	**Qualifications and training**
Essential: • Educational experiences either formal with medical/healthcare students or delivering faculty/trust-based training • Supporting the delivery of a project **Desirable** • Attendance at SIM training courses • Participation in educational faculty • Cross specialty or multi-professional teaching • Resource development • Experience as a trainee representative	**Essential:** <u>Doctors in training:</u> • MBBS or equivalent • NHSE East of England ST3 or above / ST2 or above for GP trainees (doctors in training) <u>Multiprofessional:</u> • Degree level qualification in professional field • Current registration with appropriate professional body i.e. GDC/GPHC/HCPC or equivalent **Desirable:** • Train the trainers course or equivalent • Higher qualification in medical education • PGCert or above • SIM faculty training

Expected Outcomes

About your role This section details the outcomes and deliverables that would be expected from the role	
Engaging People/Key Working relationships	**Delivering Results/Functional Responsibilities**
To engage on a regular basis with the enhance team (HoS, TPDs and project team), providing updates or reports to evidence progression with the assignment and project delivery. To engage with individuals and programmes within NHSE EoE and nationally to share knowledge and skills. To raise the profile of the EoE enhance programme through engagement, oral and poster presentations at appropriate meetings, events and conferences. Collaborate with partner organisations and regional and national enhance teams to maximise the quality of regional generalist resources and to shape the national conversation.	To make a significant contribution to NHSE East of England's goal to enhance the generalist skills of our future workforce Any other duties which may be deemed appropriate for this role and which may develop over a period of time. To comply at all times with all policies, guidelines and protocols of the NHS. **Project Examples:** • Development of and increased engagement with "enhance enable" • Curation of educational content so applicable to a broad range of multiprofessional learners • Continued evaluation and review of enhance programme

	Any other projects that are noteworthy may also be considered; this list is not exhaustive.

Management and leadership	Setting Direction and Service Improvement
To contribute to the vision of the local NHS and to enhance patient care by providing leadership and direction with respect to the quality of education and training. To be an advocate and a positive role model on behalf of NHSE, by promoting leadership that inspires, motivates and empowers all staff, and demonstrating the values of the NHS. To work on behalf of NHSE, providing expert advice on specialty-specific matters. To work locally with key groups and stakeholders, to attend and host events across the regions, to develop key liaisons and to ensure effective local engagement and responsiveness in line with the culture of NHSE. To work with providers and others to support and capture innovation locally and ensure national and local conversations develop 'best practice'.	To assist/provide teaching and training and develop new educational materials. To develop the school of enhance educational website and PGVLE resources. Provide support to learners and educators in the region as we develop further clinical opportunities to enhance generalist skills (especially the development of the generalism longitudinal integrated clerkship (GLIC). To assist with further development of the GLIC. Help develop high quality educational resources for use at a regional and national level and to assist with the evaluation and national rollout of these resources. Enable our learners to successfully develop their generalist skills.

Benefits Information

About the Benefits

This section details the benefits of working for NHSE

What's great about this post?	What's the terms and conditions?	
This is an exciting opportunity for an individual with knowledge of current educational theory and practice, and ability to maintain an up-to-date awareness of relevant issues. The post holder will maintain clinical skills and knowledge of local and national issues relating to standards of medical and multidisciplinary education. **Doctors in Training:** This role may or may not extend the length of your training, depending upon specified competencies within your specialty. Applicants must obtain pre-agreement from their TPD and employing trust that they will be allowed to take up the role before submitting an application. If approved and you are currently working full time, you will need to complete a Less Than Full Time (LTFT) form via the NHSE LTFT process to facilitate your commencement of this role.	The following terms and conditions apply to this post: The Secondee will be seconded from the Seconding Organisation to NHS England (NHSE) for the agreed period. Whilst seconded to NHSE, the Secondee would be expected to adhere to NHSE's policies and procedures and standards in relation to business conduct.	
	Grade	**Doctors in Training**: Must hold an East of England National Training Number (NTN). This role is for trainees working within an East of England training post only. We are unable to accept applications from trainees currently working in East/West Midlands or any other region.

<table>
<tr><td rowspan="4">If you are currently working LTFT, your fellowship time would be in addition to your LTFT clinical role.

There will be some requirement to travel to various sites within the East of England as well as to NHSE office in Fulbourn, Cambridge.

<u>Multiprofessional:</u> You need to be working in an NHS organisation that can second you to NHSE, and will agree, in writing to do so. Ideally you should be within 6 years of qualification.

This is pitched at NHS Band 7 to support your development as an educator.

This is a hybrid role and will require direct teaching in different locations in the EoE and project delivery

There will be some requirement to travel to various sites within the East of England as well as to NHSE office in Fulbourn, Cambridge.</td><td></td><td><u>Multiprofessional:</u> Equivalent to NHS Band 7 (afc) commencement point.</td></tr>
<tr><td>Hours of Work</td><td>1 day (2 sessions) per week for 1 year (flexible according to negotiated time out of clinical work)</td></tr>
<tr><td>Permanent, Fixed Term or Secondment</td><td>Fixed term, part time</td></tr>
<tr><td colspan="2">Pension: As per your permanent contract of employment</td></tr>
<tr><td>What other opportunities are available to me?</td><td colspan="2">Other useful information</td></tr>
<tr><td>We’ll be committed to your training and development from day one.
When you join, you’ll receive an induction and have the opportunity to attend a variety of skills-related courses, some on-line.

Our learning and development strategy includes all the ways that we can support you to ‘shine’ and excel in your role and is open to our staff at every level in our organisation. It also includes leadership and management development and provides the opportunity to apply for funding to support personal development activity.</td><td colspan="2">Your essential role will indirectly contribute to saving and improving people’s lives.

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.</td></tr>
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