Recruitment Profile

NHS England
East of England

Job Title

Multiprofessional Clinical Fellows:
NHSE EoE ST3+ trainees and open to East of England pharmacists and PA

About the Job

We have a thriving and innovative medical foundation school in the East of England. This school has adapted to technology enhanced learning, been innovative in the types of learning opportunities provided, and with the year trial has successfully embedded some multiprofessional teaching with PA which can now be expanded.

There is opportunity to be creative and support the development of multiprofessional learning and adoption of shared culture within our earliest post graduate years, and their educational faculty.

Multiprofessional work is part of the essential culture of the NHS, putting our separate spheres of knowledge and talents together to support best patient care. It is an optimum time to move forwards with the opportunity to learn jointly as well, sharing best practice and enhancing understanding between professionals.

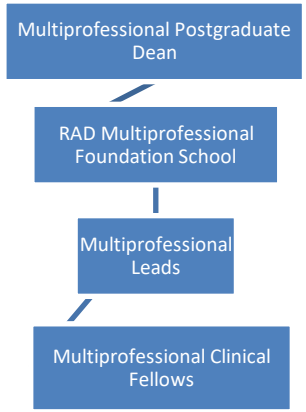
NHS England – East of England Office (NHSE EoE) are looking to recruit several Fellows to support this new and exciting initiative in the East of England.

To reflect the multiprofessional ethos of the school, we are hoping to appoint fellows:

1. Across the disciplines of medicine from current trainees at st3+
2. From pharmacists and PA within our region, ideally suited for those within 5 years of qualification and substantively employed in the EoE region in an NHS organisation allowing a secondment.

Organisation Structure

NHSE England – East of England Office (NHSE EoE) is responsible for the commissioning, contracting and quality management of healthcare workforce education in the east of England (covering the counties of Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Norfolk and Suffolk).



Reports to: RAD Multiprofessional Foundation School/ Postgraduate Dean, NHSE EoE

Tenure: 12 months secondment

Employment: The post holder will be seconded to NHSE EoE on a secondment agreement with their host employer

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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

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, Work, 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 & motivate.

	Personally, you should be open to challenge and have flexibility in your approach and in your working hours. **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 students or delivering faculty training. • Simulation-based education delivery either procedural skills or high-fidelity simulation. • 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** **Medical** • MBBS or equivalent • NHSE East of England ST3 or above • Train the Trainers course or equivalent • Current GMC registration **Pharmacy or PA** Degree level qualification in professional field Appropriate professional body registration **Desirable** • 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

Key Working relationships

- RAD Multiprofessional Foundation School
- STC Chair and other STC members
- Regional Office Functional Teams
- School administrators
- Postgraduate Dean
- Regional Director
- Deputy and Associate Deans
- Other Training Programme Directors
- Directors of Medical Education, College Tutors and other educational leads in providers
- Relevant Royal College and associated bodies
- Professional and regulatory bodies
- Relevant Specialist Societies
- Local Medical Schools and Higher Education Institutions
- Providers and commissioners across the region
- Wider Stakeholder Network
- Other staff at all levels across the geographical area covered by the Regional Office

Management and leadership

- 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’.

Delivering Results/Functional Responsibilities

- To make a significant contribution to NHSE East of England Office’s goal with the expansion is into the multiprofessional foundation school.
- To support the multiprofessional school aims to afford all three groups (Pharmacy, Medicine and PA profession) to have multiprofessional learning opportunities that are co-created, the opportunity to attend educational opportunities between the schools that have cross school commonalities as well as ensuring excellent individual curriculum coverage.
- To engage on a regular basis with the relevant Associate and Deputy Postgraduate Deans providing written updates or reports to evidence progression with the assignment and project delivery, as well as report on the work that has been completed, progress made, and areas of difficulty/concern.
- To attend drop-in sessions with the relevant colleagues.
- To engage with individuals and programmes within NHSE EoE across related areas to share knowledge and skills.
- To raise the profile of the Multiprofessional Foundation School through engagement, oral and poster presentations at appropriate meetings, events and conferences.
- To assist/provide teaching and training in respect of the school.
- To encourage the sharing of good practice between different generic schemes.
- To develop the multiprofessional foundation website areas.
- 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.

• To manage the work of Training Leads in Providers and other clinical faculty to ensure appropriate systems for assessment, rotational management, revalidation, trainee supervision and support and other functions within the school/	
Setting Direction and Service Improvement	
• To provide effective clinical leadership, contributing to the strategic development of NHSE. • To review how multi-professional healthcare teams interact and identify opportunities for different healthcare professions to work more effectively together through education and training. • To ensure delivery of the specialty-specific aspects of the NHSE mandate through local initiatives and programmes. • To work with Postgraduate Deans to develop further consistency and commonality across education and training in England. To promote or lead work programmes on behalf of NHSE that support local and national developments and initiatives.	

Benefits Information

About the Benefits

What's great about this post?

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.

Medical ST3+ within EoE

This role may or may not extend the length of your training, depending upon specified competencies within your specialty.

Applicants must obtain written pre-agreement from their TPD and employing Trust that they will be allowed to take up the role before submitting an application.

What are the terms and conditions?

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.

Salary	**Medical trainees:** Equivalent to current NHS band/spine point. **Pharmacists and PA:** Equivalent to NHS Band 7 commencement point
Hours of Work	Up to 2 sessions available per week per successful candidate
Permanent, Fixed Term or Secondment	Secondment only for current NHS employees

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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. https://NHSEoe.NHSE.nhs.uk/faculty-educators/less-full-time-training **Pharmacists and PA within EoE** 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	**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?	**Other useful information**
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.	Your essential role will indirectly contribute to saving and improving people's lives. Job-sharing and part-time working is welcomed. Please indicate this on your application form. 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 Job Description