Next Step: Leadership and Management Fellows Programme

Transforming Healthcare through Applied Leadership

Application by SAS doctors

Please review the eligibility and selection criteria fully before applying for this programmeme.

SAS doctors applying to this programme must be within 2 years of completion of their application for specialist registration via the Portfolio Pathway. They must also be employed in NHS Trusts on an SAS contract in the East of England for the entire of the programme (at least until July 2027) and will be required to demonstrate that they have contracts in place for this.

To apply, **please complete the online application form linked here**. Applications must contain a personal statement, an up-to-date CV and the three supporting statements.

Applications must be received by **Monday 8th June 2026 .** Applications received after this date will not be considered.

Supporting statements

Applicants will require the following:

1. A letter of support from their DME This must state
   a) your status on the Portfolio Pathway,
   b) your employment status (conforming you are on an SAS contract)
   c) confirming the Trust commitment to supporting the necessary leave for attendance on the course.
2. A letter of support from the department lead (clinical lead or clinical director) stating the department's commitment to releasing you for the necessary parts of the course, and to support you in the recognition and supervision of a QI project.
3. A letter of support from the consultant overseeing training on the Portfolio Pathway confirming that you are within 18 months of submitting your application to the GMC.

It is likely that we may need to undertake a competitive process for these fellowships, which may include an interview.

Completing your application

Candidates will provide personal and professional information. Candidates should refer to the selection criteria in this document, and answer all questions. Successful candidates should be able to express important information concisely. Your personal statement will be assessed against the selection criteria. Shortlisting is undertaken anonymously and will be judged appropriately taking into consideration each candidate's career level.

Data protection

The data we collect is held by King's College London in partnership with NHSE East of England WT&E. The information you supply including, where relevant, sensitive personal data relating to you will only be shared with other individuals and organisations for the purposes of running and administering the programmeme.

Attendance

Your continued application is confirmation that you agree to attend all the face-to-face and on-line sessions and agree to any change in the method of delivery should this be required. You will be required to attend each Module and Masterclass and provide feedback on each delivery, in order to receive your certificate following each session.

The programme has 7 formal evening Masterclasses. In addition to these Masterclasses there will be 4 face-to-face sessions.

Session Dates 2026/27:

- Masterclass 1: Introduction to QIPs **Monday 14th September 2026** ***online 17:00-19:00***
- Module 1: Leadership in Healthcare **Wednesday 14th October 2026** ***The Jockey Club, Newmarket (all day)***
- Masterclass 2: Crisis Management **Wednesday 11th November 2026** ***online 17:00-19:00***
- Module 2: Power and Politics in Organisations **Thursday 10th December 2026** ***The Jockey Club, Newmarket (all day)***
- Masterclass 3: Financial Management **Monday 11th January 2027** ***online 17:00-19:00***
- Module 3: Change Management **Thursday 25th February 2027** ***King's College London Campus (all day)***
- Masterclass 4: Disruptive Thinking **Wednesday 17th March 2027** ***online 17:00-19:00***
- Masterclass 5: The Policy Context of the NHS **Thursday 15th April 2027** ***online 17:00-19:00***

- Masterclass 6: AI and the Future of Medicine **Tuesday 18th May 2027** ***online 17:00-19:00***
- Masterclass 7: Knowing Yourself as a Leader **Wednesday 9th June 2027** ***online 17:00-19:00***
- Module 4: Capstone and Reflection **Wednesday 30th June 2027** ***The Jockey Club, Newmarket (all day)***

Action Learning Sets:

The programmeme also includes four 90-minute small group sessions which will be held via Zoom with Daghni Rajasingam, in groups of approximately 10. These will be held between October 2026 and January 2027. The following four topics will be covered:

Topic 1 – What is the problem and why is it a problem
Friday 23rd October 2026 (90-minute slots between 12:00 and 18:00)
OR
Friday 24th October 2026 (90-minute slots between 12:00-19:30)

Topic 2 – Engaging the multiple perspectives including organisation and systems
Friday 13th November 2026 (90-minute slots between 12:00 and 18:00)
OR
Saturday 14th November 2026 (90-minute slots between 12:00 and 19:30)

Topic 3 – Logic model for change – facilitators and barriers at all levels
Saturday 5th December 2026 (90-minute slots between 12:00 and 19:30)
OR
Saturday 12th December 2026 (90-minute slots between 12:00 and 19:30)

Topic 4 – Action for change
Saturday 9th January 2026 (90-minute slots between 12:00 and 19:30)
OR
Saturday 16th January 2027 (90-minute slots between 12:00 and 18:00)

For more information, please visit the Next Step Programme webpage.

Eligibility Criteria: Candidate Specification

Domain	Essential	Desirable
Qualifications	Must hold an SAS contract in an EoE Trust for the entire time period between commencing in October 2026 and completing the Next Step Programme in July 2027. Doctors on an LED contract are not eligible to apply.	Commitment to continue to work in the EoE post CCT
Support from Employing Trust	Applicants will require the following: 1. a letter of support from their DME stating their status on the Portfolio Pathway, their employment status (conforming they are on an SAS contract) and the Trust commitment to supporting the necessary leave for attendance on the course, including attendance at all four of the face-face training days. 2. a letter of support from the department lead (clinical lead or clinical director) stating the department's commitment to releasing the doctor for the necessary parts of the course, and to support the doctor in the recognition and supervision of a QI project. 3. a letter of support from the consultant overseeing training on the Portfolio Pathway stating their commitment to acquiring specialist registration, ad that they are within 2 years of application to the GMC for this. ***(Applications without these supporting statements will not be considered)***	
Level of experience	Working towards application to a consultant post. Evidence of attendance on courses addressing fundamentals of Leadership, QI and similar, which address GMC capabilities appropriate to level of training e.g., NHSE EoE Leadership Ladder, eLFH, Edward Jenner, specialty specific courses	A leadership role
Leadership experience	• Evidence of involvement in leadership and management commensurate with experience, with reflection of personal impact • Demonstrates an understanding of NHS management and resources • Evidence of effective team working and leadership, supported by multi-source feedback or other workplace- based assessments • Interest in/knowledge of the importance of leadership and management for clinicians	• Evidence of achievement outside of medicine or public health • Evidence of effective leadership in and outside medicine • Evidence of organisational

		skills (not necessarily in medicine) • Evidence of altruistic behavior e.g., voluntary work
Academic/Professional		Publications/presentations Higher degree
Quality/Service Improvement/Audit	• Evidence of involvement in quality improvement (QI) or completed audit cycle which: ○ has had an impact ○ focused on patient safety and clinical improvement Demonstrates understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety, and clinical QI initiatives	• Evidence of publications / presentations/ prizes in QI • Experience of using QI tools to deliver measurable QI • QI project exhibits innovation in challenging situations Insight into issues facing English healthcare services
Commitment to career progression	• Good knowledge of the English healthcare system including education, research, service provision, regulation, career structures, medical politics and ethical issues • Interest in/knowledge of the delivery of safe effective healthcare services	
Education and teaching	• Evidence of interest in/experience of teaching in a formal or informal role Evidence of interest in/experience of coaching and mentoring	• Evidence of regular teaching or formal teaching roles • Organisation of teaching programmes
Personal characteristics	• Demonstrates honesty and probity throughout professional life • Shows initiative, drive and enthusiasm • Commitment to personal and professional development • Seeks and acts on feedback regarding own effectiveness and areas for development • Reflects on past performance and	Achievements outside of medicine or public health

	applies learning to current practice • Managing others and team involvement: ○ able to work in multi-professional teams. ○ ability to show leadership, make decisions, organize, and motivate other team members • Organisation and planning: ○ Capacity to manage/prioritize time and information effectively. ○ evidence of thoroughness (is well prepared, shows self-discipline/commitment, is punctual and meets deadlines) ○ capability to work with long time scales for delivery within agencies with differing priorities • Coping with pressure and managing uncertainty: ○ capacity to operate under pressure demonstrates initiative and resilience to cope with changing circumstances	
Skills	• Quick to understand new information and adapt to new environment. • Strong communication and IT skills • Demonstrates clarity and prioritization in written/spoken communication • Capacity to adapt language to the situation, build rapport, listen, persuade and negotiate • Good problem solving and decision-making skills. • The capacity to use logical thinking to solve problems and make decisions, indicating an analytical approach	• Writing experience in: ○ clinical and/or non-clinical topics ○ peer reviewed publications and/or other communication medium (e.g. blog, letters etc.) • Experience of presenting complex information • Leadership skills gained within the NHS or elsewhere

To apply, please complete the online application form linked here by Monday 8th June 2026