

## East of England Leadership Fellow for Faculty Development [Advancing Practice]

### Role Profile: Leadership Fellow for Faculty Development [Advancing Practice]

<b>Role Profile:</b>	Faculty Development Advancing Practice Fellow	<b>Grade:</b>	<p>Must hold an East of England National Training Number (NTN).</p> <p>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 any other region.</p>
<b>Line Manager:</b>	Jane Sturgess	<b>Accountable to:</b>	Postgraduate Dean, or nominated Deputy HEE East of England Office
<b>Hours of work:</b>	1 day per week for 1 year (Flexible according to negotiated time out of clinical work)	<b>Training:</b>	<p>This role may or may not extend the length of your training, depending upon specified competencies within your Specialty.</p> <p>You <b>must</b> obtain prior agreement from your TPD and the Trust which will be employing you at the time of the Fellowship (the latter part is not relevant to GP trainees) that you will be allowed to take up the</p>

			<p>role <b>before</b> submitting your application.</p> <p>If you are appointed and you are currently working full time you will need to complete a Less Than Full Time (LTFT) form (available on the HEE EoE website)</p> <p>If you are currently working LTFT, your fellowship time will generally be in addition to your LTFT clinical role.</p>
<p><b>Type of contract:</b></p>	<p>This post is offered on a 12 month only basis and is non-renewable on completion.</p> <p>HEE 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.</p>	<p><b>Requirement to travel:</b></p>	<p>Whilst some work will be undertaken virtually, travel to and from HEE EoE's offices in Victoria House will be required at times and when necessary to other sites in the Region</p>
<p><b>Role context and purpose</b></p>	<p>This is a exciting opportunity to join HEE EoE in a new post with a broad remit to support the delivery of an expanding workforce.</p> <p>Advanced clinical practitioners (ACPs), Medical Associate Professionals (MAPs) enhance capacity and capability within multi-professional teams by supporting existing and more established roles. They help to</p>		

improve clinical continuity, increase patient-focused care, enhance the multi-professional team and help to provide safe, accessible and high-quality care for patients.

HEE EoE is looking for a trainee to undertake a supervised fellowship role to initiate and support the development of high-quality learning material that will aid established and new trainers understand the unique training needs and supervision requirements of the wider workforce including ACPs and MAPs

The fellow will focus upon improvement of learner supervision, assessment and experience, engagement of faculty and ensuring effective educational outcomes, both now and in the future. The role is evolving and will also focus on whole workforce transformation and developing multi-professional links.

The fellow will work across the spectrum of health and where relevant, social care, within the context of a team, so that the provision of education reflects changing service models. This will deliver an integrated workforce comprising individuals from a spectrum of professional and other backgrounds.

The fellow will work closely with the Associate Dean for Faculty Support, the Regional Faculty Lead for Advancing Practice and the Head of School of MAPs. They will also have a strong partnership with the faculty development fellow [Tier 1].

HEE EoE have developed a tiered approach to faculty development. It is anticipated that this fellowship will use the existing framework to support faculty development in supervision of advancing practice.

**The Faculty Development [Advancing Practice] Fellowship / fellow will:**

- Identify what additional support and development needs ACP, MAP trainees require to enable them to work to their full potential.
- Identify what further guidance and support is required for our established and new trainers/supervisors
- Develop appropriate learning material, where required, that can be embedded in the EoE established training programme.

- Support the improvement of multiprofessional learner's supervision, assessment, and experience to provide effective, contemporary educational outcomes that take into consideration service changes over time.
- Work with the ACP Regional Supervision and Assessment lead and systems to embed the Centre of Advancing practice guidance
- Promote the complimentary roles of advancing practice, MAPs and medical trainees in the delivery of high quality patient care
- Help foster a cultural shift within across EoE to welcome ACP and MAP trainees, acting as a champion and trailblazer for the roles.
- Coordinate with Tier 1 fellow to organise and run the trainee sessions, including the fellow showcase, for the HEE EoE showcase educational conferences that run in Spring and Autumn

Coordination and development of a robust Induction package for future faculty development [advancing practice] fellows.

Be supported to design and deliver a project of their own design to compliment faculty development. This may be for any Tier, non-medically qualified faculty or in partnership with simulation.

Provide support, guidance and feedback to HEE and their external stakeholders on changes to policy, process and new initiatives.

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 educational event

Fellows have the opportunity to build mentoring, teaching, leadership and project management skills, whilst experiencing cross specialty working to deliver sustainable improvement to the training experience

Support and deliver any other Faculty Support related work streams which are identified throughout the fellowship.

<b>Role objectives</b>	<p>Raise the profile of Faculty Development and Tier 1 medical education development opportunities across the region.</p> <p>Raise the profile of advancing practitioners and ACP trainees across the region</p> <p>Triangulate information between HEE East of England, educators, external stakeholders and the trainees in the region.</p> <p>Enable more doctors to successfully navigate training and to reach their full potential, by ensuring they fully understand the role HEE EoE Faculty plays in their training.</p>
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Criteria	Essential	Desirable
<b>Education and level of experience</b>	MBBS or equivalent HEE East of England NTN number	Qualification in medical education Success in the first parts, or completion of, specialty training qualifications [excluding exit examinations]
<b>Experience</b>	Previous experience of leading and/or supporting the delivery of a project	<p>Attended a course on medical education</p> <p>Been faculty on a medical education course</p> <p>Cross specialty or multi-professional teaching</p> <p>Able to develop resources</p> <p>Be an active member of the trainee forum</p>
<b>Skills, Abilities &amp; Knowledge</b>	<p>A commitment to delivering high quality improvement</p> <p>Excellent organisational abilities:</p> <ul style="list-style-type: none"> <li>• Ability to forward plan</li> <li>• Ability to set and meet deadlines</li> <li>• Ability to plan for and deliver sustainable outcomes</li> <li>• Time management and prioritisation</li> </ul>	<p>Knowledge of the professional support and wellbeing service, how to refer to the service and other areas of support to trainees provided by HEE EoE</p> <p>Social media / website skills</p> <p>Understanding of Quality Improvement methodology</p>

	<p>skills</p> <p>Adept in using MS Office (Excel; Word; Power Point); Internet; Email</p> <p>People management and leadership skills</p> <p>Ability to work collaboratively across grades, specialties and professions</p> <p>Able to work both independently and as part of a team</p> <p>Great interpersonal and communication skills that will enable you to:</p> <ul style="list-style-type: none"><li>• articulate vision</li><li>• communicate effectively</li><li>• encourage ability</li><li>• engage well with a variety of stakeholders</li><li>• inspire &amp; motivate</li></ul> <p>Personally, you should be resilient, be open to challenge and have flexibility in your approach and in your working hours</p>	
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<b>Key responsibilities:</b>
Identify what additional support and development needs ACP, MAP trainees require to enable them to work to their full potential
Identify what further guidance and support is required for our established and new trainers/supervisors
Develop appropriate learning material, where required, that can be embedded in the EoE established training programme.
Support the improvement of multiprofessional learner's supervision, assessment, and experience to provide effective, contemporary educational outcomes that take into consideration service changes over time. Work with the Advancing Practice Regional Supervision and Assessment lead, and systems, to embed the Centre of Advancing practice guidance.
Coordinate with the Tier 1 fellow to organise and run the trainee sessions, including the fellow showcase, for the HEE EoE showcase educational conferences that run in Spring and Autumn
Coordination and development of a robust Induction package for future faculty development [advancing practice] fellows. Be supported to design and deliver a project of their own design to compliment faculty development. This may be for any Tier, non-medically qualified faculty or in partnership with simulation.
Provide support, guidance and feedback to HEE and their external stakeholders on changes to policy, process, and new initiatives.
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 and HEE.
Engagement and attendance at the HEE Leadership development training programme. Engagement/attendance at educational sessions offered by our Faculty.
Robust succession planning in order to ensure the sustainability of the post.