

South West Fellowship

Role Profile: Faculty Development and Learner Support Fellow

These FDLS fellowships are generic fellowships, replacing the previous Faculty/ PSW / ED&I / RTT fellowships. Fellows will work collaboratively across the FDLS team, to deliver to and deliver the agreed objectives and priorities, with workstreams and potential projects explored at interview and confirmed at your first meeting with the Associate Dean and/or NHSE-SW Supervisor.

<p>Grade:</p>	<p>This opportunity is available to higher specialty Resident Doctors in Training; Secondary Care, ST3 and above ONLY.</p> <p>This role is for Resident 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.</p> <p>We are unable to accept applications from Resident Doctors in Training currently working in any other region.</p>
<p>Training:</p>	<p>Only Resident Doctors in Training on an outcome 1 will be considered.</p> <p>Applicants must obtain written, prior agreement from their TPD and the Rota Coordinator of the employing Trust before submitting an application.</p> <p>The secondment opportunity is not subject to an employment contract with the Postgraduate Medical Education Office</p> <p>This secondment is not recognised for clinical training and, subject to meeting the relevant criteria for the secondment, NHSE-SW are likely to agree to an extension to the agreed training programme.</p> <p>Applicants <u>must</u> be Resident Doctors in Training currently working, or about to undertake a rotational year of work, within the Southwest Peninsula/Severn training footprint.</p> <p>At the time of commencement of the seconded post the Resident Doctor in Training must be fully registered with the GMC with a minimum of 12-months remaining on their training contract to be eligible.</p>

South West Fellowship

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<p>Hours of work:</p>	<p>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.</p> <p>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.</p> <p>A Resident Doctor in Training applying for a fellowship who already works LTFT will need to seek the Regional PG Deans approval if their clinical working time will be less than 0.5WTE.</p> <p>Applicants will work two days a week (0.4 WTE) on their current basic salary terms, while continuing to spend the remainder of their clinical time working with their current employer (subject to employer agreement) and participating in contractually agreed out of hours commitment.</p> <p>The 0.4 WTE of the basic salary will be paid to their employer for the time they spend on the fellowship.</p> <p>Working days can be flexible, dependent on the clinical commitment, but the Resident Doctor in Training is expected to be available to conduct their seconded work on two days a week. Flexibility in the work schedule is permitted with supervisor's agreement.</p>		
<p>Type of contract:</p>	<p>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.</p> <p>You will be paid via your employing trust payroll for your Fellowship work at the same time as you would be paid for your clinical role.</p>		
<p>Travel:</p>	<p>Whilst most work will be undertaken virtually, travel to and from NHSE-SW offices will be required at times.</p>		
<p>Line Manager:</p>	<p>Faculty Development and Learner Support Associate Dean</p>	<p>Accountable to:</p>	<p>Nominated NHSE-SW Supervisor/ Mentor</p>

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Role purpose and context	<p>NHSE-SW is committed to providing outstanding training for all of its Resident Doctors in Training whatever their country or origin.</p> <p>The role of the Fellow is to support NHSE-SW in the key areas as identified at your first meeting with the Associate Dean and/or NHSE-SW Supervisor. The fellow will work closely with their NHSE-SW Supervisor and the support team. This is likely to also include the engagement of educators.</p> <p>This is a unique opportunity for an enthusiastic Resident Doctor in Training who is able to manage their own time effectively and who wishes to use this opportunity to develop the capability necessary for their future roles as clinical leaders in supporting our future doctors. The leadership and support skills developed through the fellowship will ensure that fellows will be well placed in the future to lead and to promote and disseminate support to others.</p> <p>We are looking for an individual with excellent communication skills, capable of team working, maintaining confidentiality and a desire to succeed with the various challenges that the role presents.</p> <p>Fellows have the opportunity to build project management skills and to deliver sustainable improvement to the training experience. They will be supported to design and deliver a project aligned to the 10-year plan / three shifts and regional priorities (in consultation with their NHSE-SW Supervisor). They may compliment current SW projects and opportunities and/or Resident Doctors in Training engagement.</p> <p>Fellows will provide support, guidance and feedback to NHSE-SW and their external stakeholder on changes to policy, process and new initiatives.</p> <p>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.</p>

South West Fellowship

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<p>Role objectives</p>	<p>Fellows will work collaboratively across the FDLS team, including Faculty Development, PSW, ED&I and SupportTT to contribute to and deliver the agreed objectives and priorities.</p> <p>Fellows will focus on;</p> <ul style="list-style-type: none"> ● Act as an ambassador for the FDLS team, building and sustaining professional relationships with key partners and stakeholders to raise the profile of FDLS and its workstreams at local and national levels. ● Take a leading role alongside the FDLS team in defining the generic and specialty specific requirements for education and development. ● Contribute to identifying the current and future education, development and support needs of Resident Doctors in NHSE-SW (WT&E Directorate) and help propose a range of opportunities and developmental activities to meet these needs. ● Lead and manage projects, that align with current national and regional NHS priorities, including system needs, the NHS Long Term Workforce Plan, NHS 10 Year Plan & the 3 shifts, the South West Way and other core programmes. ● Develop skills in research, policy development, evaluation and performance measurement. ● Build confidence in influencing, systems leadership and inspiring shared purpose. ● Apply recognised improvement and evaluation tools to measure progress and outcomes of work using objective methods, contributing to continuous improvement. ● Participate in local evaluation, data collection and review and implementation of service and educational improvements, as appropriate. ● Develop, produce and disseminate tools, resources and promotional materials to support FDLS objectives. ● Present at webinars and conferences, publish work, and contribute to establishing best practice and shared learning across the system. ● Contributing towards updating, reviewing and maintaining FDLS web pages on the NHSE-SW website to include resources, project ideas and contacts are current and accessible. ● Attend meetings, maintain an active professional presence, and assist with or facilitate training and events as required.
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Criteria	
Education and level of experience	
<p>Essential:</p> <p>MBBS or equivalent.</p> <p>Southwest NTN number.</p> <p>ST3 or above</p>	<p>Desirable:</p> <p>Qualification in medical education.</p> <p>Success in the first parts, or completion of, specialty training qualifications [excluding exit examinations]</p>
Experience	
<p>Essential:</p> <p>Previous experience of leading and/or supporting the delivery of a project.</p>	<p>Desirable:</p> <p>Attended a course on medical education.</p> <p>Cross specialty or multi-professional teaching.</p> <p>Able to develop resources.</p>
Skills, Abilities & Knowledge	
<p>Essential:</p> <p>A commitment to delivering high quality improvement.</p> <p>Excellent organisational abilities:</p> <ul style="list-style-type: none"> • Ability to forward plan • Ability to set and meet deadlines • Ability to plan for and deliver sustainable outcomes • Time management and prioritisation skills <p>Adept in using MS Office (Excel; Word; Power Point); Internet; Email.</p>	<p>Desirable:</p> <p>Social media / website skills.</p> <p>Understanding of Leadership / Quality Improvement methodology.</p>

South West Fellowship

Role Profile: Faculty Development and Learner Support Fellow

<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"> • articulate vision • communicate effectively • encourage ability • engage well with a variety of stakeholders • inspire & motivate <p>Personally, you should be open to challenge and have flexibility in your approach and in your working hours.</p> <p>Demonstrates respect and dignity for others.</p>	
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Key responsibilities:
To make a significant contribution to the workstream goals in line with the NHSE Southwest Office’s Strategy.
To engage on a regular basis with their NHSE-SW Supervisor / Mentor 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 participate in the NHSE Southwest educational conferences and showcase events
Provide support, guidance and feedback to NHSE-SW and their external stakeholders on changes to policy, process, and new initiatives.
To encourage the sharing of education content and good practice between Schools and across all learners.
To be an active member of any relevant National or Regional groups, such as Steering groups, Oversight groups.

South West Fellowship

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To engage with relevant national agencies and individuals.

To review relevant literature and share relevant learning.

Robust succession planning in order to ensure the sustainability of the post.

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.