## Fellowship role description and person specification

## NHSE KSS Primary Care School

## Interprofessional Educational Leadership Fellowship

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| DURATION | 12-month developmental fellowship |
| COMMENCEMENT | 21st January 2026 |
| SALARY | Academic Education Grant |

## About the Fellowship

Following the success of three cohorts, NHSE KSS Primary Care Department is pleased to announce a fourth cohort of the Interprofessional Educational Leadership Fellowship programme.

The Fellowship programme aims to deliver benefits to Fellows, patients, local health systems

and the wider NHS through upskilling individuals across the spectrum of

leadership and education, as well as offering a route into portfolio working and thereby

boosting workforce retention.

## Structure of the Fellowship Programme

The Fellow will:

* Hold a contract for a minimum of 2 sessions a week in a substantive role delivering NHS GP services in the Training Hub locality or be linked to a PCN in an educational capacity, this could include 1-2 sessions a week in a PCN education role e.g. CEF
* Be released to attend:
  + a series of masterclasses (~1/month) delivered in person in York House, Horley, Surrey to support your personal development and role in education, training and leadership in Primary Care.

Built into the Fellowship programme are the following sources of support:

* A community of practice to foster peer support during the programme
* Combined 1:1 mentoring & project sponsorship to support your emerging educator, leadership and project development

## Masterclasses

A series of subject-expert masterclasses form part of the overall fellowship programme. Face to face delivery will be in Horley, Surrey RH6 7DE with excellent access to the M23/M25, good parking and mainline train stations. These sessions support fellows in their learning and project activity aligned to their roles as GPs.

## Project work

Project work will be undertaken by the Fellows in line with the fellowship aims of GP placement expansion. Projects are expected to support the GP School, locality Training Hub requirements and focus on approaches and innovative solutions to the primary care capacity placement challenge with a GP orientation. This may include some but not all the options below:

1. Increase in primary care clinical educators
2. Inform the development and build the profile of a multi-professional educator facility
3. Development of innovative placement models across Primary Care.
4. Develop a model of peripatetic supervision for learners across a PCN
5. Make a qualitative improvement to the learning environment culture across a Primary Care organisation.

**A list of projects will be made available after recruitment and successful fellow applicants will be matched with a project of their choice where possible.**

## Eligibility criteria

Fellowship candidates will:

1. Gain agreement from their employer/s for participation in the fellowship programme prior to interview, this may include agreement with one or more employers depending on the candidate's employment model
2. Complete a learning agreement with the Training Hub that states that under this agreement the Training Hub contribution must be refunded in full if the Fellow leaves the programme within the time covered by the programme

## Financial Support

An academic education grant reflective of sessional activity will be paid to support release from practice for the duration of 12 months. The maximum payment per GP being £20,000 per annum based on GP educator pay scale GP01.

This payment is inclusive of travel expenses to masterclasses.

## Fellowship Evaluation

All fellows will be expected to present, share and actively disseminate their projects and findings under the guidance of their mentor and the Primary Care Department. Presentation of all work completed as part of this Fellowship programme will be shared at a SE regional conference and relevant national conferences.

## Person Specification NHSE KSS Primary Care School

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| Attribute | Essential | Desirable | Evidence |
| Qualifications | * Must be a GMC registered clinician with a license to practice * Approved Clinical Supervisor (CS) **OR** Educational Supervisor (ES) **OR** other relevant experience in healthcare education | Evidence of continual professional development as an educator | Application Form |
| Employment | * Hold a substantive contract with an NHS organisation for a minimum of 2 sessions per week |  | Application Form |
| Experience and Knowledge | * Awareness of GP training pathway and COGPED Gold Guide * Demonstrates understanding of DHSC and NHSE healthcare policy related to care closer to home and general practice * Innovative ideas in relation to the delivery of expansion of GP training within general practice * Awareness of ICB & INT locality workforce plans | Experience of designing or delivering innovative care aligned to the 3 shifts within the 10 Year Plan | Application Form  Interview  References |
| Skills | * Comprehend, plan and prioritise own workload * Innovative thinking in relation to the delivery of Primary Care * Strategic thinking and forward planning * Resilient and proactive attitude | Experience of leading programmes across organisational boundaries | Application Form  Interview |
| People Skills | * Experienced communicator in influencing others * Ability to work as part of an integrated multi-professional landscape | Sustained evidence and impact in influencing a multitude of stakeholders | Interview |
| Values | * Committed to the core values of the NHS including supporting the development of self and others to deliver outstanding care to the population | Experience in development of systems to support learners and educators including those with protected characteristics | Interview |