

Midlands Fellowship Programme

Programme Description

Reference	Leadership Management Programme (LMP) Fellowships 2026-27
Role Locality	Midlands
Number of Roles	2
Contact for further information	Ed Briggs - edward.briggs@nhs.net

Role Description

Job Title: Leadership Management Programme (LMP) Fellow

Location: East Midlands Region, United Kingdom

To apply for a Fellowship:

- o The duration will be 11 month fixed term (September 2026 – August 2027)
- o Fellowships will be 40% project time, with the remainder spent in your normal training programme or clinical work
- o All fellows must remain with the same employer for the duration of the fellowship unless agreed with the fellowship leads
- o Fellowships are post foundation training opportunities
- o All fellows must have either a NTN or confirmation of approval from their employer prior to the start of the fellowship
- o All resident doctors in training must have prior approval from their TPD to train LTFT before applying
- o Fellowship work does not count towards CCT capabilities

About Us:

The Leadership and Management Programme (LMP) in the East Midlands has been a cornerstone in shaping future healthcare leaders since 2015. Comprising three phases, it is designed to equip the next generation of healthcare professionals with essential leadership skills, emphasizing the importance of multidisciplinary collaboration and adaptability to meet evolving healthcare needs. Position Overview: We are seeking dynamic and motivated individuals to join us as LMP Fellows for the current year. As a Fellow, you will play a pivotal role in the ongoing development of the program, particularly focusing on the

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second and third phases, which involve a self-directed Quality Improvement Project (QUIP) and a reflective component based on personal leadership journeys and future career aspirations.

Position Overview:

NHSE Midlands are pleased to announce recruitment to an exciting NHSE WTE Clinical Fellowship post.

We are seeking dynamic self-starters, eager to adapt and learn with excellent communication, leadership and management skills. The candidates should have knowledge and experience of the UK healthcare systems and the culture, structure and policies of the NHS and arm's length bodies. As a Fellow, you will play a pivotal role in the ongoing development of the project which will have a Quality Improvement Project (QUIP) and a reflective component.

The posts are based jointly between the local NHSE WTE office and NHS employer (e.g., NHS Trust, Lead Employer). 40% of fellowship time will be towards the project which will be supervised by an Associate Dean. The candidate will continue to be clinically supervised by a clinical supervisor from their parent specialty who will be responsible for development with respect to clinical work (60% of fellowship time).

These roles are suitable for any doctor in training who should have already completed Foundation Year 2 at the time of their application and has a passion for medical education and training. This opportunity is open both to Postgraduate Doctors in Training from any specialty and SAS / LED doctors. These posts are available to those who wish to work full time or less than full time. For those in a training Programme they will be required to seek Out of Programme from their TPD/Head of School and discussion with Educational Supervisor/Host

About the Benefits of this post

The Clinical Fellow programme offers an opportunity for a trainee to develop the capabilities necessary for a future role as a clinical leader particularly in the area of education and training. There are a range of developmental opportunities; attendance at board meetings, working with multi-professional teams, project management experience, and exposure to organisational & financial management.

The Clinical Fellow will develop skills required to understand, design and recommend a defined return to training process for both a cohort of doctors and the individual trainee with bespoke needs. This will involve becoming familiar with the current range of activities and interventions that would support doctors returning to training following time out of programme or away from the workplace.

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We are committed to your training and development. When you join, you will receive an induction and have the opportunity to attend a variety of skills-related courses.

We offer Leadership and Management development and support personal development activity.

Successful candidates will receive a £2,000 development fund to support a postgraduate qualification (such as a Certificate of Medical Education) or activities related to the fellowship programme.

Key Responsibilities:

- Program Development: Contribute significantly to the refinement and enhancement of the LMP, addressing challenges in facilitation and support, and expanding its coverage to encompass the entire Post Graduate Doctors in Training (PGDiT) experience from Foundation to CCT.
 - Multiprofessional Integration: Work towards developing a multiprofessional aspect within the programme, fostering collaboration among diverse healthcare professionals.
 - Legacy Building: Be an integral part of the legacy of the LMP by innovating new ideas, embracing future technology, and contributing to the overall growth of the program.
 - Collaboration and Networking: Interact with arms-length bodies, including the NHS Leadership Academy and the Faculty of Medical Leadership and Management, to broaden your exposure to various aspects of NHS England Workforce, Education and Training Directorate.
- Qualifications and Skills:**
- Medical or healthcare professional with proven leadership capabilities.
 - Excellent communication and interpersonal skills.
 - Demonstrated ability to work collaboratively within multidisciplinary teams.
 - Role Description
 - Strong problem-solving and facilitation skills.
- Benefits:**
- Unique opportunity to shape the future of healthcare leadership.
 - Exposure to national bodies and organizations within the healthcare sector.
 - Professional development and networking opportunities.
 - Contribution to improving patient care and staff retention within the region.

ESSENTIAL

Role Description

- Knowledge and experience of working in the UK healthcare systems, the culture, structures and policies of the NHS and arm's length bodies

DESIRABLE

- Understands the impact that Leadership training has on Postgraduate Doctors in Training and an interest in quality improvements to support Postgraduate Doctors in Training
- Has an understanding and interest in working in a political environment, understanding the changing policy context, sensitivities and external factors that impact on NHSE WTE's work.

Qualifications and Training

ESSENTIAL

- Eligible for full registration with the GMC at time of application and hold a current license to practice.
- Eligible to work in the UK and experience of working in the UK NHS healthcare.
- Successful completion of Foundation Training at the time of application

Management and Leadership

ESSENTIAL

- Demonstration of commitment to leadership as part of future career
- Excellent communication and interpersonal skills.
- Demonstrated ability to work collaboratively within multidisciplinary teams.
- Evidence of leadership self-awareness

DESIRABLE

- Successfully led and manage projects, apply recognised tools for improvement and measure the progress and outcomes of improvement work using objective methods.
- Take a leading role in defining the generic and specialty specific requirements that will inform the return to training process.

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○ Knowledge of leadership competencies and demonstration of their attainment.