

3<sup>rd</sup> June 2019

## GP Clinical Lead Roles for GP Workforce and Retention

### Expressions of Interest

An exciting opportunity has arisen for 2 GPs working in General Practice in Derbyshire to work with the General Practice Task Force, Derbyshire (GPTF) in supporting and developing GP workforce schemes across the county. You will be working in partnership with key stakeholders including Derby and Derbyshire CCG, NHSE, Joined up Care Derbyshire and local clinical leads.

We are looking for GPs who are passionate about workforce and improving GP recruitment, transition and retention. The 2 roles are:

- **FIRST5 GP CLINICAL LEAD:** A GP to develop the offer for First5 GPs across the county. The successful candidate will help inform, shape and develop services, strategies and initiatives aimed at improving retention of GPs. This lead will work at an STP footprint level engaging with local GPs and represent the Midlands and East First5 Regional Network that feeds into the Regional Retention Group  
**First5 GP Clinical Lead, 4 sessions per month: fixed-term for 12 months at a rate of £280 / 3.5 hour session.**
- **GP WORKFORCE LEAD - Regional Retention Strategy:** A GP with a passion for workforce and GP retention to support, co-ordinate and help develop the workforce projects delivered by the GPTF. The individual will also assist in delivery of a single point of access right across the GP career pathway from training, transition and development within local general practice.  
**GP Workforce Lead - Regional Retention Strategy: 8 sessions per month, fixed-term for 12 months at a rate of £280 / 3.5 hour session.**

**Applicants must be practising General Practitioners. For the First5 role, the GP should have completed training within the last five years.**

The successful candidates will possess excellent communication skills; have the ability to build good working relationships with stakeholders and be able to engage with and provide leadership to a range of colleagues.

Both roles will be supported by the GPTF Executive and Operational teams.

**Closing date: Sunday 16<sup>th</sup> June 2019, 11.59pm**

**Proposed interview date: Monday 24<sup>th</sup> June 2019, 12-2.30pm**

**Please send the completed Expression of Interest** along with your CV including details of 2 referees to [ddlmc.gptf@nhs.net](mailto:ddlmc.gptf@nhs.net).

For an informal discussion contact Dr Susie Bayley, Clinical Lead GPTF by emailing: [Susie.bayley1@nhs.net](mailto:Susie.bayley1@nhs.net).

## Job Description and Person Specification

### First 5 GP Clinical Lead

#### Background

The Royal College of General Practitioners (RCGP) has developed an initiative called First5 which is designed to support new GPs from the completion of training over the first five years of working as an independent General Practitioner. It is acknowledged that the transition from training to working independently can be challenging in terms of peer support.

To support this initiative and as part of its wider role to encourage GP retention, NHSE is facilitating the development of local networks for First5 GPs in the Central Midlands area. We are therefore looking to recruit a **First5 GP Clinical Lead for Derbyshire**.

The role of the clinical lead would be to lead and develop the establishment of a First5 network in their geographical area, and to contribute to a wider regional working group. The main deliverables of the leads will be to:

- Work with the GPTF to support initiatives creating impact and meaningful retention for first fives in local footprint;
- Provide information and a source of peer support for all local first five GPs;
- Deliver planned activities and programmes (identified by the network, NHS England or the STPs) to retain first 5 GPs;
- Identify and facilitate activities for the continued professional development of First5 GPs;
- Report/contribute to governance arrangements requirements, i.e. attending Midlands & East network and sharing resource/information across regional footprint and reporting to regional retention group

This is a unique opportunity to work at a strategic level in a supported environment within the GPTF.

**Applicants must be practising General Practitioners who have completed training within the last five years.** The successful candidates will possess excellent communication skills; have the ability to build good working relationships with stakeholders and be able to engage with and provide leadership to a range of colleagues.

Further details of the requirements can be found in the attached job description.

**Expressions of interest should be supported by your CV and details of 2 referees.**

Person specification				
First 5 GP Clinical Lead				
Criteria		Essential	Desirable	Evidence*
<b>Qualifications</b>	Qualified doctor included on the GMC GP Register (no more than 5 years post-qualification).	√		A
	Post-graduate qualification in medical education or leadership		√	A
<b>Knowledge and experience</b>	Knowledge of the whole health system, including an appreciation of the relationships between the Department of Health, NHS England, Health Education England and individual provider and commissioning organisations.	√		A/I
	Evidence of continuing professional development	√		A/I
	Knowledge of current workforce strategies and projects in Derbyshire	√		A/I
	Knowledge of current workforce challenges in primary care	√		A/I
<b>Skills and capabilities</b>	A range of general management and leadership skills from a breadth of disciplines – both clinical and non-clinical – would be highly advantageous		√	A/I
	Expert presentational skills <ul style="list-style-type: none"> <li>• Ability to write clear and concise briefings.</li> </ul>	√		A/I
	A keen intellect to analyse complex problems and support and facilitate the development of coalitions that can develop and deliver shared visions in order to address them successfully <ul style="list-style-type: none"> <li>• Experience and expertise in analysing and using performance information and other relevant data.</li> </ul>	√		A/I
	Effective leadership skills and the ability to set high standards, motivate and develop peers and promote personal, organisational and cultural development.	√		A/I
	Effective negotiation skills with highly developed influencing skills to support and facilitate agreements amongst a range of stakeholders to complex, multi-dimensional challenges often with no single 'right' solution	√		A/I

	A willingness and ability to both learn from the past but also challenge oneself and others to think creatively and seek out innovation and spread it to generate new solutions to current and future challenges.	√		A/I
	Demonstrable resilience, independence of thought, emotional intelligence, the ability to work through conflict and ambiguity and the ability to demonstrate a range of leadership styles to secure results through high-level influencing skills.	√		A/I
<b>Values and behaviours</b>	Demonstrable commitment to and focus on quality, promotes high standards to consistently improve patient outcomes.	√		A/I
	Demonstrably involves patients and the public in their work.	√		A/I
	Consistently puts clinicians at the heart of decision making.	√		A/I
	Values diversity and difference, operates with integrity and openness.	√		A/I
	Works across boundaries, looks for collective success, listens, involves, respects and learns from the contribution of others.	√		A/I
	Uses evidence to make improvements, seeks out innovation.	√		A/I
	Actively develops themselves and others.	√		A/I
<b>Equality, diversity and inclusion</b>	Understanding of and commitment to equality of opportunity and good working relationships.	√		A/I
<b>Other</b>	An ability to maintain confidentiality and trust.	√		A/I

\* Evidence will take place with reference to the following information:

<b>A</b>	Application form
<b>I</b>	Interview
<b>T</b>	Test or Assessment
<b>C</b>	Certificate

## Expression of Interest: GP Clinical Lead

Please indicate the role you are applying for

- ☐ GP Workforce Lead – Regional Retention Strategy
- ☐ First5 GP Clinical Lead (ONLY for GPs who have completed training within last 5 years)

<b>About you</b>	
Full name including title:	
<b>Employment details and Suitability</b>	
Please select main GP Role (current):	<input type="checkbox"/> GP – Partner <input type="checkbox"/> GP – Salaried <input type="checkbox"/> GP – Locum <input type="checkbox"/> GP – Returner <input type="checkbox"/> GP – Retired (when did you retire?)
Please detail any relevant workforce experience: <i>e.g. training, appraising, CCG work</i>	
Please detail any relevant leadership experience:	

<p>Why do you feel you would be a good candidate for this role? (max 500 words)</p>	
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**Closing date** is Sunday 16<sup>th</sup> June 11.59pm