

Lowest score = highest priority

Criteria	
One	Banding / Role
Two	Current role (Q4 on application form)
Three	Candidates motivation for applying for the programme (Q6 on the application form)

Four	Which leader inspires and why (Q7 on app form)



*Criteria and 'what to look for' are suggested examples not prescribed 'must have / do's'
The idea here is to support the selection panel in assessing and making informed judgement
If any candidate wishes to seek support in completing thier application or by applying in

Selection panel will review all applications in line with the commentary below:

B4

B5

B6

SAS / Junior Doctor

Individuals who demonstrate they're currently acting up or completing additional duties which require them to manage or lead others.

- could for example be a candidate in a seconded role

Individuals who through their application have no leadership experience but whom harbour aspirations to become a leader .

Could have for example articulated the fact they've discussed their aspirations to manage or to lead with their manager through their appraisal

individuals already in a leadership role but looking to move to B7/8 posts or clinical equivalent

Candidate has referenced applying for development programmes previously but has perhaps been rejected

Candidate shows evidence of personal commitment and passion for becoming a leader - could include examples of leadership outside of work - in community groups for example

Candidate clearly articulates why they believe this programme will help them achieve their leadership aspirations

Candidate shows existing understanding of leadership skills, and values - e.g. compassion, empathy - skills that are people focused and their relevance to leading in the NHS

Candidate perhaps explains why a Black Asian Minority Ethnic Leadership only course inspired them to apply over other leadership offerings

No evidence of prior commitment to pursuing a leadership role or development but a personal passion and desire to achieve this is present in their submission

Explains why they feel this programme will help them

Shows some understanding of what it means to be a leader

Candidate outlines they want the course but lacks any depth in their submission about what or how they would intend to use the skills gained in their future career
Candidate shows strong evidence of what skills / values made their individual choice an effective leader Recognises where that leader had difficult decisions to make and how these affected other people I would want to lead like this person because.....
Candidate identifies a leader and explains what made them good Lacks any evidence of how or why they would want to emulate this individual
Identifies a leader but perhaps focuses on more on their operational / strategic success without a recognition for if / why this person was wasn't a good leader of people

nts on who to take forward - But at all times those responsible for determining which applications **an accessible format for example an audio recording of their responses then they are advised to**

Rationale

Exploring their future as a leader - or perhaps someone looking to return to a leadership role

Pursuing a leadership / managerial role such as Ward Manager - perhaps a candidate chasing their 1st role in leadership

Candidates who are most likely to move into their next role as a leader and be engaged in decision making bodies/committees on behalf of each Trust

These candidates have exposure to leadership but no formal support or education to date so stand to benefit greatly from a place on the programme to accelerate their careers and improve in role contributions

This is what the programme is about - opening doors, showing the way, capitalising on the motivation so the selection panel will be looking for high levels of motivation in a candidates response.

These candidates stand a greater chance of improving Black Asian and Minority Ethnic representation in decision making bodies and leadership meetings across each Trust - delivering on a critical objective for the programme

Likelihood is candidate will already be showing signs of effective leadership whereas programme is

This is about a candidates motivation - what level of appreciation they currently have around what it takes to be a leader and why they feel this course will help them achieve that.

The programme needs candidates willing to build on their attendance on the course, candidates that have a vision for where they want to be, why and how they might go about getting there with the support of this programme

The programme isn't about just fast tracking existing leadership candidates - it's about opening the door for new talent so look for commitment over past intent

Candidates here need supporting in helping develop their leadership aspirations and exploring what this means for them - signposting during feedback and encouraging them to speak with their manager around their aspirations will be crucial here

Can they recognise what makes an effective leader and apply that to how they would lead in the NHS?

Answered the question but it could be this individual doesn't recognise any similar traits in what it means to lead in the NHS or they need support in thinking about leadership in its broader context so beyond what makes them operationally successful

Leaders can be famous and stand out but not necessarily reflect good people skills or values which are essential to leading in the NHS

are awarded a place will do so on the basis this is an accessible development programme.

[contact the programme team](mailto:contact.the.programme.team@nhs.uk) in the first instance who will be happy to support [elevate.leadership@mcht.](mailto:elevate.leadership@mcht.nhs.uk)

Score
3
2
1
1
1
2
3
1
2

