

# Chief Scientific Officer's Clinical Fellow Scheme

## Guidance for employers

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A healthcare scientist in your organisation is interested in developing their leadership and management skills by applying for a post on the Chief Scientific Officer's Clinical Fellow Scheme.

### About the Chief Scientific Officer's Clinical Fellow Scheme

This new and innovative scheme is sponsored by the Chief Scientific Officer for England and has been established to identify and support Healthcare Scientists who present with the clearest potential to develop as clinical leaders of the future.

Applications are invited for the inaugural cohort, which will pave the way for aspiring healthcare science leaders of the future.

### How does the scheme work?

Successful healthcare scientists will gain the unique opportunity to spend one year working at the centre of NHS England and NHS Improvement with the most senior leaders and teams in healthcare and healthcare science.

Clinical fellows will develop their skills in leadership, management, strategy, project management, healthcare policy, commissioning, workforce and more and will lead on key projects which contribute to national healthcare priorities.

### Benefits of the scheme for individuals and employers

Clinical fellows bring a vast amount of skills and experience back from their fellowship which is of considerable value to employing organisations.

These include:

1. a highly developed understanding of **healthcare policy and priorities** and the mechanism to support implementation
2. an understanding of the complexity of emerging policy and leading **positive change**, by identifying the contexts for change, applying knowledge and evidence, making decisions, and evaluating impact
3. an ability to **communicate with stakeholder** at all levels and to influence change in line with national priorities
4. enhanced **personal, leadership and management skills** to work collaboratively and support learning
5. access to a wide range of **professional networks** across scientific bodies, wider healthcare bodies and the ability to build effective relationships.

### Key information

- The fellowship is 12 months and runs between 1 September 2021 to 31 August 2022.
- Posts are less than full time, offered as 0.6FTE opportunities.
- Successful candidates are seconded from their employing organisation to NHS England and NHS Improvement who will host them as a clinical fellow, thereby retaining the same employment contract and terms and conditions with their employer.
- Successful candidates are paid at NHS Agenda for Change 8A or equivalent. Employing organisation will continue to pay salary and on-costs (NI and pension) and will be fully reimbursed for all costs by NHS England and NHS Improvement by way of a mutually agreed payment schedule.

*“We can rise to the emerging challenges of the 21st century by fostering talent and preparing a cadre of capable and motivated healthcare science leaders who can confidently take their seat alongside their healthcare peers at national and local levels.”*

Professor Dame Sue Hill  
Chief Scientific Officer for England

We hope that you will recognise the benefits of the fellowship to your organisation and employee and that you will support their interest in applying to this scheme.

**For more information, visit [fmlm.ac.uk](https://fmlm.ac.uk).**