



Faculty of
**Medical Leadership
and Management**



Host prospectus

Chief Sustainability Officer's
Clinical Fellow Scheme 2025/26

About the schemes

The Faculty of Medical Leadership and Management (FMLM) runs a portfolio of prestigious national leadership fellowships on behalf of NHS England.

- [National Medical Director's Clinical Fellow Scheme](#)
- [Chief Dental Officer's Clinical Fellow Scheme](#)
- [Chief Pharmaceutical Officer's Clinical Fellow Scheme](#)
- [Chief Sustainability Officer's Clinical Fellow Scheme \(Multi-Profession\)](#)

The schemes recognise the need to develop a growing number of future clinical leaders that will go on to shape healthcare in the UK. They provide clinicians with the opportunity to develop skills in leadership and management, policy development, project management, research and analysis, communications and collaboration required for effective leaders.

This prospectus provides information about participating in the [Chief Sustainability Officer's Clinical Fellow Scheme \(Multi-Profession\)](#).

Clinical fellows step out of clinical practice for 12 months and work with senior healthcare leaders and teams in a diverse range of organisations including NHS England, The Health Foundation and Cambridge & Peterborough Integrated Care System, the regulators of each profession. Within host organisations, clinical fellows lead on key projects which contribute to national healthcare priorities.

Candidate eligibility

The Chief Sustainability Officer's Clinical Fellow Scheme offers clinicians with a passion for sustainability a unique opportunity to develop their leadership skills and positively impact the healthcare system's green agenda.

The scheme is open to allied health professionals, doctors in training, nurses, public health specialist registrar trainees, pharmacists, healthcare scientists, dentists, social workers, and midwives from across the UK, and is aimed at aspiring future clinical leaders who have not held a senior leadership role within their specialism.

The role of a host organisation

The scheme provides healthcare organisations with the opportunity to engage some of the most talented clinicians in the UK many of whom are likely to be the senior leaders of the future.

To participate in the scheme, FMLM asks organisations to commit to the following principles:

- Support a 12-month secondment contract for the duration of the fellowship.
- Provide a tailored local induction programme and define learning and delivery objectives.
- Support the objectives of the scheme, to develop aspiring clinical leaders by providing an environment conducive to developing the skills, knowledge, insight, and behaviours required to transition to their role as a leader.
- Assign roles that aim to enhance fellows' strategic understanding of the multiple systems that work together to provide health care and the varied faces of healthcare leadership.
- Expose clinical fellows to and engage them in high level strategic leadership and decision-making and supported to contribute to work required to support the process of decision making.
- Ensure appropriate supervision and mentoring arrangements. A mentor should be a senior leader (ideally clinical) to support development and to ensure that activities align to the principles of the scheme.
- Ensure clinical fellows have protected time to engage in the scheme's development programme and attend the FMLM conference.

Scope of the clinical fellow role

- Clinical fellows should lead or participate in meaningful projects which contribute to organisational and national healthcare priorities.
- Clinical Fellows are not observers or undertaking a shadowing experience and the work they undertake should add value to the team that they work with.
- Lead on a significant project or portfolio of projects to gain experience of planning, management, and effective delivery as well as the complexities of engaging others.
- Engage with a range of stakeholders, producing high quality outputs supporting effective communication and stakeholder management, both internally and externally.
- Gain understanding of the targeting of resources, monitoring budgets, implementation and evaluation of the tasks/projects including complex information and analysis as required.
- Gain experience of working in teams, team dynamics, negotiating and influencing, power dynamics as well as insights into their leadership style and how that may be developed.
- Be a fully contributory member of the team bringing clinical experience to inform the work of the team, department, and wider host organisation.

How does the scheme work?

FMLM run a single recruitment and education process for each scheme.

Recruitment

Candidates are recruited through a rigorous recruitment process managed by FMLM, that has been validated by independent HR advisors. Candidates go through a two-stage recruitment process, shortlisting, and interview.

To ensure host organisations attract the right candidates, we invite hosts to participate in the recruitment process.



Role overview

- Candidates apply for a place on the scheme, they do not apply for a specific host organisation. Therefore, a host organisation must be prepared to accept any candidate that has been appointed.
- To attract the right candidate to each role, hosts provide a [structured job description](#) that helps candidates to understand more about the organisations and what kind of work they might be involved in and what opportunities may be available. As workstreams and agendas are fluid in healthcare from year to year, we do not expect hosts to provide a strict job description but enough to provide candidates with insight into the flavour of work a fellow might be involved in, in the broadest sense.
- Shortlisted candidates will use the job descriptions and host evening (see below) to declare a preference and rank the host organisations in the order that they would be prepared to work at. This is to facilitate an informed match for the benefit of both candidates and hosts.

Host Evening

- Hosts will attend a virtual Host Evening event. This is a helpful networking session for shortlisted candidates to meet with host representatives to understand more about each organisation and the type of work they might be involved in as part of the fellowship. Shortlisted candidates will meet virtually in small breakout groups with each host representative(s) to hear about the organisation and ask questions to the host and current clinical fellows.
- FMLM provide all hosts with guidance ahead of the event to ensure that they are able to prepare their 'pitch' to candidates.

Interview

- Host leads or senior representatives are invited to participate in the interview process by participating in interview panels. This not only helps to ensure that the scheme is identifying the very highest calibre candidates, but it also provides host with the assurance of the quality of the candidates appointed to the scheme and the rigour of the recruitment process.
- Interview dates are circulated to host leads a year in advance for planning purposes with a full annual schedule.

Appointment and contractual requirements

The Clinical Fellow Schemes run annually, generally from 1 September – 31 August.

Contractual arrangements

Fellowships are offered on a secondment basis only.

Successful candidates are seconded from their employing organisation to the organisation that will host them as a clinical fellow. They will remain under the same employment contract and terms and conditions with their employer.

Hosts are encouraged to consider the flexible nature of posts. Posts can be offered by host organisations either full time or less than full time. Due to the intensive nature of the scheme and the limited fellowship period, less than full time posts are usually offered as a minimum of 0.8 WTE.

Costs

1. Salary costs

Host organisations fund the salary and on-costs (pension, NI) costs of a clinical fellow as follows.

The salary is set at Agenda for Change Band 8A or equivalent salary range for those paid outside of the Agenda for Change model. Doctors in a training programme will be paid according to the appropriate NHS graded base pay scale in place as of 1 September 2025 at the next training grade that they would have progressed to, should they have remained in a training post. Posts in London attract London weighting.

The salary arrangements for doctors in training and those on the Agenda for Change model are different and the salary for this post reflects this. The salary model adopts the arrangement in place for all nationally run NHSEI clinical fellow schemes, managed by FMLM.

For secondment arrangements, as fellows retain their employment contract, the employing organisation (e.g., NHS Trust) will continue to pay all salary and associated on-costs and will be reimbursed by the host organisation by way of a mutually agreed payment schedule, including agreed reasonable expenses. Posts in London attract London weighting as usual.

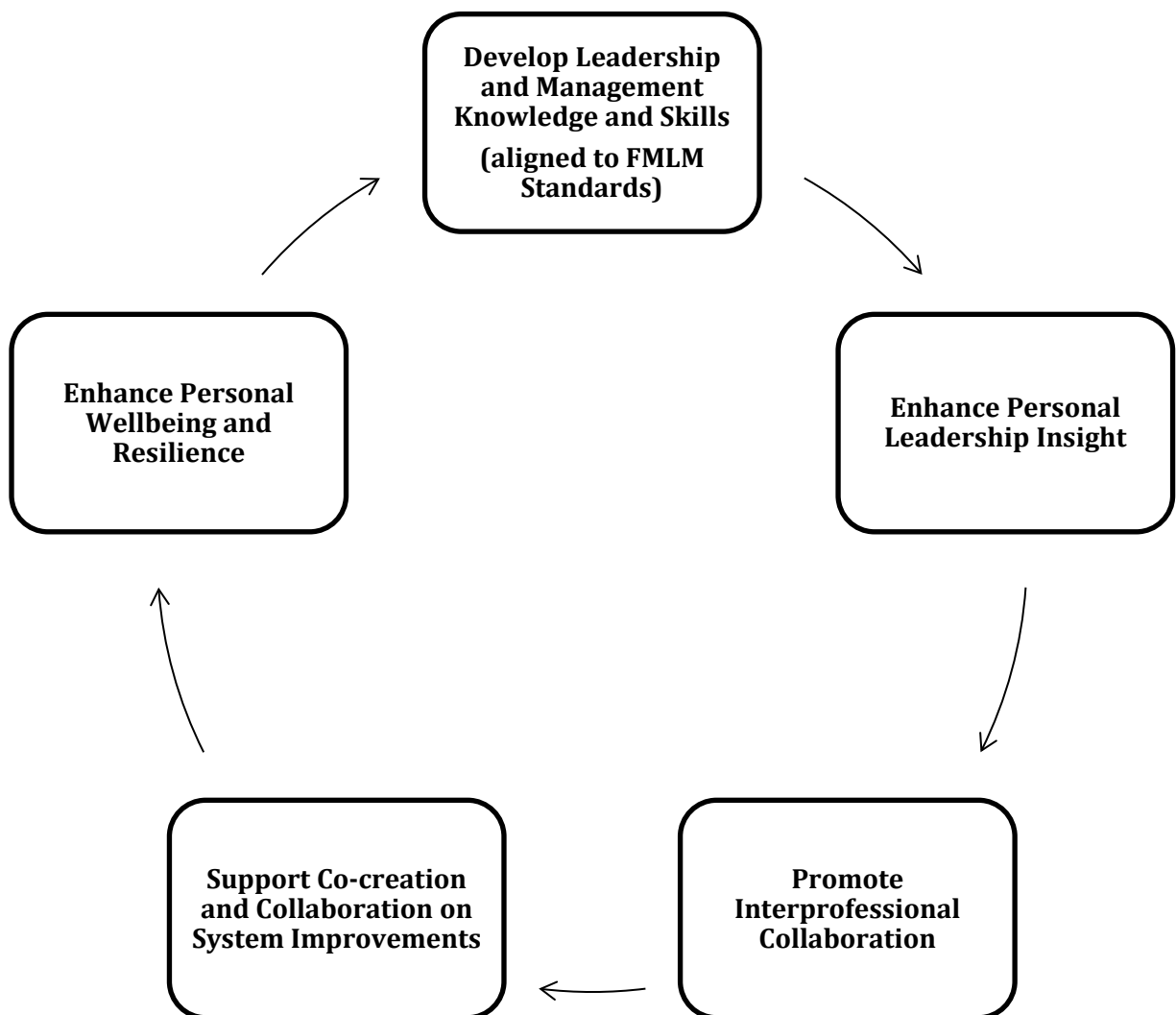
2. FMLM Management fee

FMLM charge host organisations an annual management fee. This fee covers the full cost of recruitment, scheme management and a comprehensive annual development programme.

The management fee for 2025/26 is **£5,950 + VAT** per clinical fellow, payable in full within 30 days of appointment.

Learning Outcomes

Learning objectives will be agreed locally with hosts and line managers but the high-level objectives below outline the key knowledge, skills, and professional competencies that clinical fellows are expected to achieve during their fellowship. Designed to guide both personal and professional development, these objectives provide a clear framework for fellows to advance their clinical expertise, engage in meaningful research, and develop leadership capabilities in healthcare settings. By focusing on patient-centered care, evidence-based practice, and interprofessional collaboration, working to SMART objectives will ensure that fellows are well-prepared to contribute to the evolving landscape of healthcare and excel in their specialised fields.



FMLM Development Programme

To support experiential learning, FMLM provide clinical fellows with an enhanced range of educational opportunities to support their leadership development.

Development programme

FMLM deliver a comprehensive development programme to support leadership learning. The programme explores a range of themes and challenges that are crucial for aspiring leaders to understand, including how healthcare is organised, politics and policy making, understanding your leadership style, leading through a crisis and uncertainty, team working and team dynamics and health inequalities and sustainable healthcare.

The curriculum has been developed in line with the FMLM *Leadership and management standards*, a nationally recognised framework for medical and dental leaders in the UK, that are applicable and relevant for all professions. The standards articulate a set of core leadership values, skills and behaviours expected of clinical leaders at multiple levels.

Action Learning Sets (ALS)

Clinical fellows participate in formal Action Learning Sets (ALSs) led by a FMLM-provided trained facilitator. Action learning is a practical and dynamic way to learn, reflect and bring about personal and organisational change with the support of others facing similar challenges.

Multisource feedback

Clinical fellows will complete a multi-source feedback exercise to help them to understand how others see them and through this, to identify their strengths and areas for development. These are completed at the start and mid-point of the fellowship year.

Insight months

Clinical fellows arrange host insight days that provide hosts with the opportunity to engage with all clinical fellows. These are typically two-hour virtual sessions, that allows clinical fellows to learn more about a host organisation, to better understand their role within healthcare and can be used as a useful 'myth busting' or consultation opportunity.

Contact us

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