



Faculty of
**Medical Leadership
and Management**

NHS
England



Fellow information pack

Chief Sustainability Officer's
Clinical Fellow Scheme 2025/26

Introduction

Help us build a Greener NHS

Climate change is not just an environmental challenge; it's a health emergency that demands our urgent attention and concerted efforts. In 2020 the NHS became the world's first health system to commit to delivering a net zero health service. It was, and remains, a bold ambition.

While the NHS leads the way globally in sustainable healthcare, it is our clinical staff that lead the NHS down this important road. Our NHS staff and teams are committed to reducing the carbon impact of clinical services at every level of the UK healthcare system, and we recognise the power and influence that each healthcare professional holds in helping us to build a greener NHS for the good of health, now and for future generations. Up and down the country, the work of our clinical colleagues is already delivering carbon and cost savings while continuing to provide high quality care.



I am pleased to share with you the news of the fifth year of the Chief Sustainability Officer's Clinical Fellow Scheme, which offers these exceptional clinicians with a passion for sustainable healthcare the unique opportunity to work directly on helping us to embed net zero carbon principles into the delivery of care across the system.

The scheme, managed by the Faculty of Medical Leadership and Management - the UK professional home for clinical leadership, values the skills and experiences of all healthcare professionals and is looking to recruit a diverse range of clinicians. They welcome applications from allied health professionals, dentists, doctors in training (including public health specialty trainees and SAS doctors), healthcare scientists, nurses, midwives, social workers and pharmacists from across England.

This scheme is not an academic programme; it is a leadership development opportunity that immerses clinical fellows at the centre of healthcare organisations, stepping out of clinical roles for 12 months to lead on key projects that will fundamentally change the way that care is designed, developed, and delivered across the system.

Clinical fellows will gain an unparalleled understanding of sustainable healthcare delivery, as well as a range of leadership and management, policy development, project management, research and analysis, communications, and collaboration skills.

Good luck with your application,

Christopher Gormley
Chief Sustainability Officer, NHS England

Important note: Early discussions with the relevant training supervisors, executive teams, HR partners and finance leads are required. Failure to do so may result in requests for OOPe and secondment contracts being rejected locally, and a fellowship post being delayed or withdrawn.

Eligibility and selection criteria

The scheme is open to allied health professionals, dentists, doctors in training [including public health specialist registrar trainees and SAS doctors], healthcare scientists, nurses, midwives, social workers and pharmacists that meet the following **eligibility requirements**ⁱ to apply for the scheme:

Qualifications
<ul style="list-style-type: none">- Must have a primary professional qualification in medicine, nursing, midwifery, relevant allied health profession, dentistry, social work, healthcare science, pharmacy.ⁱ- For public health specialty trainees from a background other than medicine (only): First degree (1st or 2:1 or equivalent grade).ⁱ- Full registration, and in good standing, with relevant professional body: e.g. AHS, GDC, GMC, GOC, GPhC, HCPC, NMC, SWEⁱ:<ul style="list-style-type: none">o Doctors: have 12 months' experience after full GMC registration, and evidence of achievement of foundation competencies with resultant award of a FACD5.2 or equivalent, in line with GMC standards/Good Medical Practice by intended start date.o Public health specialty trainees from a background other than medicine must be on the UK public health specialty training scheme and enrolled with the Faculty of Public Health.
Career progression
<ul style="list-style-type: none">- Doctors must<ul style="list-style-type: none">o Have completed both years of foundation training.ⁱⁱo Have not gained a Certificate of Completion of Training (CCT).ⁱⁱ- Other clinical professionals must:<ul style="list-style-type: none">o Have experience at team leader level equivalent to an NHS Band 7 role.ⁱ- Must demonstrate experience working clinically within the NHS.ⁱ- Must not hold/have held a formal, established senior leadership role, e.g. consultant, chief, director, Head of Department, etc.
Language skills
<ul style="list-style-type: none">- Demonstrable skills in written and spoken English, adequate to enable effective communication.- Clinical or public health training undertaken in English; or the following scores achieved in the academic International English Language Testing System (IELTS), in a single sitting, no more than 24 months prior to the date of application: Overall 7.0, Speaking 7.0, Listening 7.0, Reading 7.0, Writing 7.0.- Adequate communication skills, but where evidence is not in one of the above forms, alternative supporting evidence of language skillsⁱⁱⁱ must be provided.
Application completion
All sections of the application form completed fully according to written guidelines.

ⁱ By the date of application submission.

ⁱⁱ By the date the fellowship commences: September 2025.

ⁱⁱⁱ An example of alternative evidence could be testimony from a clinical/educational supervisor, in the form of a signed letter (this will be subject to review by any organisation to which you apply).

In addition to the eligibility requirements listed on the previous page, the **personal specification** found below will be used as part of the assessment process at the application and interview stages of the recruitment process:

Knowledge and experience

Essential:

- Passion for and understanding of sustainable approaches to health and care.
- Good understanding of climate change and its impacts on and interactions with human health
- Evidence of involvement in leadership and management commensurate with experience, with reflection of personal impact.
- Demonstrates the values and behaviours articulated in [FMLM's Leadership and Management Standards](#) in all aspects of practice.
- Demonstrates an understanding of NHS management and resources.
- Evidence of effective teamwork and leadership, supported by multi-source feedback or other workplace-based assessments.
- Good knowledge of the English healthcare system including education, research, service provision, regulation, career structures, medical politics and ethical issues.
- Interest in/knowledge of the delivery of safe effective healthcare services.
- Evidence of post qualifying and continuing professional development.
- Demonstrates clear leadership aspirations.
- Demonstrates understanding of the basic principles of audit, clinical risk management, and evidence-based practice.
- Demonstrates professional development and / or training in climate change and health.
- Evidence of involvement in quality improvement (QI) or completed audit cycle with impact/output.

Desirable:

- Evidence of being actively involved in work to embed sustainability into professional life.
- Additional qualifications, e.g. intercalated degree, BSc, BA, Masters, MBA, PhD or equivalent
- Evidence of achievements outside of clinical specialty.
- Evidence of effective leadership in and outside clinical/medical, e.g., voluntary work.
- Insight into challenges facing the English healthcare system.
- Understanding of population health.
- Experience of regular teaching, formal teaching role or organisation of teaching programmes.
- Evidence of clinical excellence through prizes, awards, presentations, and papers.
- Experience of guideline or policy development.
- Experience in project management.
- Writing experience in clinical and/or non-clinical topics or peer reviewed publications and/or other communication medium (e.g. blog, letters, etc.).
- Experience of presenting complex information.

Skills, values and behaviours

Essential:

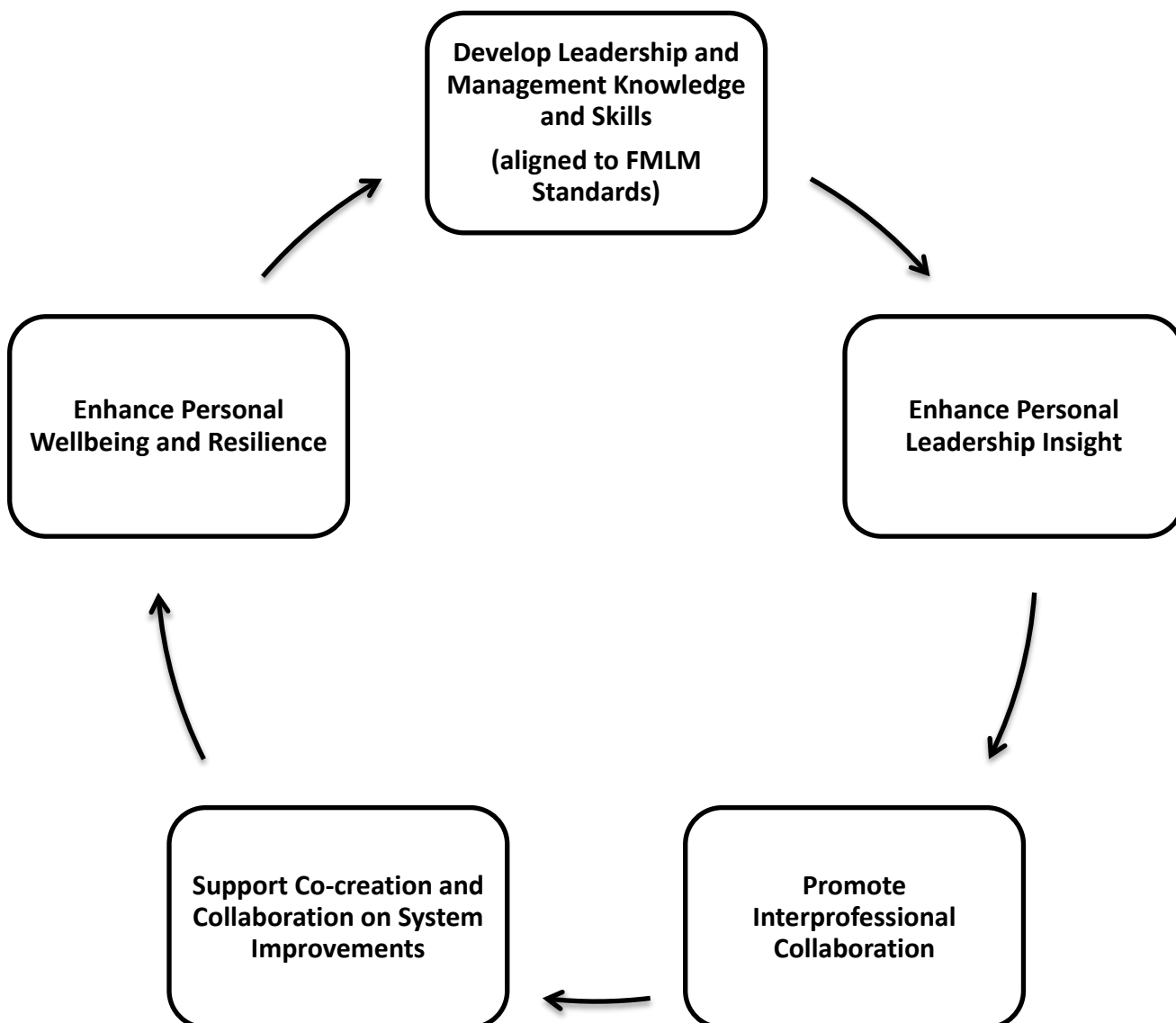
- Demonstrates initiative, drive, and enthusiasm for net zero delivery across healthcare.
- Commitment to personal and professional development.
- Seeks and acts on feedback regarding own effectiveness and areas for development.
- Values inclusion, diversity and difference, and operates with integrity and openness.
- Reflects on past performance, and applies learning to current practice.
- Ability to work and lead effectively in multi-professional teams.
- Is organised and is able to plan and manage/prioritise time and information effectively.
- Capability to work with variable timescales for delivery with potentially competing priorities.
- Ability to cope under pressure and to manage uncertainty, demonstrates initiative and resilience.
- Capacity to take responsibility for own actions.
- Quick to understand new information and adapt to new environments/situations.
- Excellent oral and written communication skills, demonstrating clarity and prioritisation in written/spoken communications.
- Capacity to adapt language to the situation, build rapport, listen, persuade, and negotiate.
- Good problem solving and decision-making skills.
- Demonstrates probity in all aspects of professional life.
- Competent IT skills.

Desirable:

- Leadership skills gained within the NHS.
- Ability to analyse, interpret and present data.

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.



Recruitment timeline

The overall recruitment timeline* for the 2024/25 scheme is as follows:

Dates*	Stage
7 February 2025	Applications open.
23 March 2025	Applications close.
25 April 2025	Candidates notified of shortlisting outcomes.
1 May 2025	Virtual Host Evening – SAVE THE DATE.
8-9 May 2025	Virtual Interviews – SAVE THE DATE.
16 May 2025	Candidates notified of interview outcomes.
September 2025	Scheme commences.

**Dates may occasionally be subject to change.*

Application guidance

Application stage

Applications must be received online via an application form on the FMLM website by 9pm GMT on 23 March 2025. Applications received beyond this time will not be accepted.

Drafting and submitting your application

Candidates will provide personal and professional information. Candidates should refer to the selection criteria in this document and the [FMLM's Leadership and Management Standards](#) when answering all questions.

- Successful candidates should be able to express important information concisely.
- Application form answers will be assessed against the selection criteria, and evidence will be sought to demonstrate this throughout applications, interviews and references.
- All criteria will be assessed appropriately against each candidate's career level.
- Shortlisting is conducted against rigorous criteria and is undertaken anonymously.
- Do not unsubscribe to bulk emails, as this will prevent us from contacting you regarding your application.
- We are committed to ensuring we facilitate equitable recruitment; please let us know if you have any issues with the accessibility of the process.
- Please ensure you keep a copy of your application form responses locally as we cannot be held responsible for any loss of data during the application completion process.

Application questions

To help you prepare, we've provided a preview of the questions you'll be asked in the application form below. Please note, this is not the actual application form, but simply a guide to assist you in your preparation. A lot of these questions are a simple Y/N or multiple choice selection. Any questions that require elaboration will state so.

1. Contact details:

- Date of completion
- Title, first name, surname, preferred name, D.O.B
- Work email address, personal email address, preferred email for communication
- Contact number, full home address
- Name and full address of current employer, full name and job title of line manager

2. Eligibility:

- Are you a UK national?
- Are you eligible to work in the UK or participate in this scheme under visa requirements?
- If applicable, provide detail of eligibility to work in the UK.

3. Professional Qualifications:

- Do you have a primary professional qualification in one of the following fields?
- Specify your qualifications and provide full details
- If you are applying as a public health specialty trainee from a background other than medicine, do you have a first degree (1st class or 2:1, or equivalent grade)? (Provide details of your degree, including the grade and institution.)
- State your professional body and provide your registration number

- Have you completed clinical or public health training in English OR achieved the following scores in a single sitting of the International English Language Testing System (IELTS) within the last 24 months? (Overall score: 7.0, Speaking: 7.0, Listening: 7.0, Reading: 7.0, Writing: 7.0). Please answer "Yes" or "No," and provide the relevant details if applicable.
- For applicants with a medical background: Do you have at least 12 months' experience after full GMC registration?
- If yes, do you have evidence of achievement of foundation competencies with the resultant award of a FACD5.2, or equivalent in line with GMC standards/Good Medical Practice? (Please provide details of your experience and any relevant documentation that you hold).
- Completion of Foundation Training (Doctors Only). Have you completed both years of foundation training?
- Certificate of Completion of Training (CCT) (Doctors Only) - Do you hold a Certificate of Completion of Training (CCT)?
- Experience at Team Leader Level (Other Clinical Professionals Only) - If you are applying as a clinical professional (not a doctor), do you have experience at a team leader level equivalent to an NHS Band 7 role?
- If you are applying as a public health specialty trainee from a background other than medicine, are you currently enrolled in the UK public health specialty training scheme and registered with the Faculty of Public Health?
- If yes, please provide details of your enrolment and any relevant certification

4. Education & Employment History:

- Sector (NHS, private, academic etc.)
- List your education history (degrees and certification, etc.)
- List your relevant employment history - employer, job title, dates to and from.
- List relevant publications
- List relevant presentations
- List any relevant prizes or awards received
- Candidates are required to demonstrate satisfactory progression through training or career, as evidenced by satisfactory outcomes in relevant assessments, appraisals, or examinations. *Progression through Training or Career should be evident in employment references.* I confirm that I have gained satisfactory outcomes to demonstrate satisfactory progression through my training or career.
- Do you currently hold, or have you ever held, an established/formal senior leadership role equivalent to Head of Department, Consultant, etc.?

5. Application Questions:

- Outline your motivation for applying to the scheme and how participation will contribute to your own leadership competence and clinical practice. Please note - refer to the personal specification when answering this question. 300 words max
- Describe your leadership experience to date, outlining your key achievements and associated impact or outcomes. Please note - experience can relate to formal or informal roles. 300 words max.
- Why do you think clinical leadership is important to successfully deliver the net zero agenda? Please note - candidates should refer to relevant literature and reflect on their own experience/observations. 300 words max - Listed references are not part of the stipulated word count.
- Describe your experience and relevant skills in supporting and delivering sustainability initiatives in your workplace.

6. Declarations

- Have you ever been subject to a criminal conviction or caution, whether successful or unsuccessful?
- I consent to FMLM sharing my data with NHS England for the purposes of running and administering the scheme.
- I consent to NHS England holding my personal data for the purposes of administering the Clinical Fellow Scheme and related activities.
- Is there any other information not stated on this form that you need to declare?
- How did you hear about this Clinical Fellow Scheme?

Data protection

- The data we collect is held by the Chief Sustainability Officer's Clinical Fellow Scheme, a joint partnership between the Faculty of Medical Leadership and Management (FMLM) and NHS England.
- The information you provide, including relevant and sensitive personal data, will be processed in accordance with the General Data Protection Regulation (GDPR) (EU) 2016/679 and the UK Data Protection Act 2018. It will only be shared with individuals and organisations directly involved in the administration and operation of the scheme, where such sharing is lawful, necessary, and proportionate to the scheme's objectives. Appropriate safeguards will be in place to protect your data and ensure compliance with data protection principles

Shortlisting stage

Candidates will be notified of shortlisting outcomes by email by 25 April 2025.

Host evening

A virtual host evening event will take place via Zoom for all shortlisted applicants to attend on 1 May between 6–8pm GMT. This is a helpful networking session for shortlisted prospective fellows to have the opportunity to talk to host organisations to understand more about each organisation and the type of work you might be involved in as part of your fellowship. You will meet in small groups with each host representative(s) to hear about the organisation and ask questions of the host and current clinical fellows. Job descriptions and event link will be released to shortlisted candidates before the host evening.

Secondment preferences

After the host evening, shortlisted candidates will be asked to rank the host organisations that they would be prepared to work at; this must be submitted by 9pm on 23 May 2025. If successfully appointed to the scheme, there will then be a matching process based on performance at interview and ranking preferences.

Please note:

- Candidates should only rank placements that they are prepared and able to accept, as it may mean that they need to relocate or travel to the host organisation on a regular basis, noting that hosts are unable to pay a relocation allowance.
- Some organisations have more than one site/office across the UK. You may be expected to travel between sites by your host organisation so ensure that you read the job descriptions thoroughly before submitting your preferences.
- Successful candidates will only be offered the post that is allocated; there is no option to change posts so preferences should be carefully considered.
- FMLM is unable to facilitate changing posts or movement between offices.

Interview stage

Interviews will be held online on 8 and 9 May 2025.

Before the interview

- Shortlisted candidates will be sent available interview slots, which are given on a first come first served basis. Interviews will be held virtually for maximum accessibility; Therefore, alternative dates are not available.
- Shortlisted candidates will be sent a link to the interview platform and will need to submit the following information at least 72 hours before the interview:
 1. **Photo ID** [a passport or driving licence] to confirm your identity.
 2. Non-UK/EU applicants will be contacted separately with regards to confirming their right to work status.

During the interview

- The interview process will last for approximately one hour and is comprised of a scenario task (released one week before the interview) and a question and answer-based panel interview.

After the interview

All candidates will be notified of the outcome by 16 May 2025.

Successful candidates

- Successful candidates will be sent guidance on next steps.
- Candidates will need to submit a reference from their most recent employer within two weeks of accepting the post. Appointment is subject to satisfactory receipt of a reference.
- Successful candidates will not receive feedback from the interview; this is due to capacity and the high volume of candidates.

Unsuccessful candidates

- Unsuccessful candidates will be sent feedback on their interview within six weeks of interview.

Appointment conditions

Salary arrangements

- The salary model for each post is offered at Agenda for Change 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 you would have progressed to, should you have remained in a training post.
- The salary for each post will vary within this range between host organisations due to individual employment/contractual arrangements. Full details of posts and individual salaries will be available to shortlisted candidates in a job description pack.
- Applicants with existing pay protection are encouraged to contact FMLM to discuss salary arrangements as the scheme is subject to an overall salary cap.
- For secondments, successful candidates will remain employed by their current employer. The employing organisation will continue to pay all salary and associated on-costs (NI, pension, etc.) and will be reimbursed by the host organisation by prior mutual arrangement.
- Posts wherein the clinical fellow lives and works in London attract London weighting. N.B. If the host is London-based and the clinical fellow works remotely from elsewhere, this does not apply.
- Once in post, agreed work-related travel expenses should be negotiated between the clinical fellow and the host organisation. Relocation and daily commuting fees are not covered. Some hosts may be able to cover some travel expenses, however this will be the responsibility of the individual host organisation.

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-facilitated NHSE clinical fellow schemes, managed by FMLM.

Important note: Early discussions with the relevant training supervisors, executive teams, HR partners and finance leads are required. Failure to do so may result in requests for OOPE and secondment contracts being rejected locally, and a fellowship post being delayed or withdrawn.

Contract arrangements

Successful candidates will be contracted by way of secondment from a current employer on existing employment terms and conditions. Fixed-term contracts are not available for this post.

Contract arrangements are organised between successful candidates, employing organisations and host organisations. FMLM are not responsible for contract or salary arrangements/agreements.

For doctors in training who are in training programmes:

- Applicants in training programmes must inform their respective LETB or Deanery and employers of a possible out-of-programme experience on application to allow timely conversations regarding arrangements for secondment.
- Candidates will need to declare that they have discussed support for possible out-of-programme experience with the relevant Training Programme Director, or equivalent, on the application form.
- Applicants invited to interview are required to submit written approval/support of OOPE.
- Successful candidates must contact their nominated HR leads to notify them of appointment at the very earliest opportunity and will need to arrange a secondment contract. Full guidance will be provided to successful candidates upon appointment.
- For GP trainees with an expected CCT completion date around or before 1 September 2025, an appointment to the scheme would extend training at the grade they have reached to ensure completion of the scheme within the shorter training window. This should be discussed with the relevant training supervisor upon application.

For doctors in training between training programmes, or who have completed foundation training (FY2) without a successive training post:

- Trainees who will not be in a training programme as of 1 September 2025 (e.g. current FY2) must still be employed by an NHS trust, Lead Employer or organisation for the purpose of participating in the scheme. Successful candidates are therefore responsible for arranging a contract extension with their current employer to cover their entire secondment period. Early discussions should have already taken place (see above).
- The fellowship will be arranged as a secondment from the employing organisation, therefore candidates NOT in a training programme should make contact with their Training Programme Director/educational supervisor and local HR contact or partner immediately upon application to seek support in principle for gaining a contract extension for one year to facilitate a place on the scheme, in lieu of a successive employer.

Seeking support from your employer

FMLM has provided a short overview document that candidates should find useful when discussing with employers their interest in applying to the scheme. This guidance highlights the multiple benefits of the scheme for both the candidate and the employer. Candidates can access the guidance via the FMLM webpage.

Working arrangements

Less than full time posts

- Due to the intensive nature of the scheme and the window being limited to 12 months, posts are not offered at less than 0.8 FTE.
- Requests for less than full-time working will be considered by host organisations on a post-by-post basis and the decision as to whether this can be accommodated will reside with them.
- A schedule for the development programme will be circulated to successful candidates in summer 2025. Full attendance is required, regardless of LTFT post status.

Office attendance and remote working

Remote working arrangements may be required by some hosts and they will specify the working arrangements for each post in the job description [i.e. if successful fellows will be able to work remotely during the scheme and therefore relocation may not be necessary.] To take full advantage of the opportunities and access available, you should be prepared to travel to and from host organisation offices as required and when appropriate.

In addition to host arrangements, all successful candidates will be expected to attend the NHS England office in London (Wellington House, Waterloo) at least one day per month to gather as a cohort and to spend time with the Chief Sustainability Officer. Fellows who live in Greater London will be expected to attend the office in Wellington House twice weekly unless host office days clash with those of Greener NHS (currently Mondays and Wednesdays, but subject to change). There will be a travel budget for travel to London one day a month.

Clinical Fellow Scheme Insights



TESTIMONIAL



My FMLM national fellowship was exactly what I needed at that stage of my career. It got me thinking differently - about leading in systems, population health and service line budgeting. It got me up close with national leaders, seeing how they operate, talking about how they think and how they approach complex problems. I worked more closely than ever before with expert frontline staff and with fantastic operational managers - a lesson in how leadership and management must be two sides of the same coin.

I would recommend it to anyone who wants to take that next step in boosting their ability to make a difference, their understanding of how to influence, and growing their own identity as a leader in health and care. I still regularly refer back to experiences, concepts and people I came across during my national fellowship year - so don't hesitate, apply!



Dr. Peter Scolding, Clinical Director of Stewardship



TESTIMONIAL



I feel incredibly privileged to have taken part in the Chief Sustainability Officer's fellowship scheme and to contribute to work which combines my two passions, healthcare and sustainability. I am also so grateful for the opportunities for self development and for connecting with a supportive network of like-minded peers.



Sara Lightowers, Current Chief Sustainability Officer's Clinical Fellow 24/25



TESTIMONIAL



Taking part in the Chief Sustainability Officers Fellowship has been an excellent experience. It's been a great opportunity to learn directly from local and national leaders about how environmental sustainability can be integrated into complex healthcare systems. I've been able to start putting my learning into practice through contributing to work in pharmacy and clinical transformation.



Madeleine Winder, Current Chief Sustainability Officer's Clinical Fellow 24/25

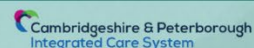
TESTIMONIAL



Working with Clinical Fellows over the past two years, has brought new perspectives and energy to the work we are doing. I believe working with Trusts, Primary Care, local authority partners and wider system stakeholders, has given a breath of experience to the Fellows, they would not otherwise have had the opportunity of. Whether it's working on inhalers with meds optimisation and GP staff, reusable gowns with procurement and surgical staff, or sustainable transport with trusts and local authority transport experts, it has grown and strengthened the understanding between ICS partners. Sustainable healthcare is all about patient outcomes and working together to show those links to NHS staff, is critical for mainstreaming the Net Zero work.



Fiona O'Mahony, CFS Host, Sustainability Programme Manager



TESTIMONIAL



I have valued my experience during the sustainability fellowship with the Office of the Chief Allied Health Professions Officer and Greener NHS. Stepping outside my comfort zone, I have been working with fantastic support on national projects and learning how policy is gradually translated into action. I have been privileged to be embedded in two amazing teams, discovering how their work fits into our complex healthcare landscape. I have enjoyed networking nationally, collaborating, and learning from all AHP professionals, not just physios.



Frances Slowie, Current Chief Sustainability Officer's Clinical Fellow 24/25

TESTIMONIAL



I have loved learning more about the systems approach to sustainable healthcare, and making connections between my experiences on the wards and the policy environment shaping healthcare. The fellowship has given me time to think about impact and develop my own style to climate action and health.



Jay Burt, Current Chief Sustainability Officer's Clinical Fellow 24/25

Frequently asked questions

1. I have senior leadership experience. Does that enhance my application?

The scheme is aimed at developing future leaders and is not suitable for those that hold or have held established or senior leadership roles.

2. I am a healthcare professional, but not listed in one of the eligible categories. Can I apply?

This scheme is open to those listed only as it is developed for the specific leadership development needs of these clinical groups.

3. Can international or EEA applicants apply?

The scheme is open to all applicants that satisfy the eligibility and selection criteria, and are eligible to work in the UK or participate in this scheme according to visa requirements.

If you are uncertain whether your visa entitles you to work in the UK and participate in this scheme, please seek further information from the UK Visas and Immigration website at

<https://www.gov.uk/government/organisations/uk-visas-and-immigration>.

Please note that participating organisations, including FMLM, NHS England or host organisations are unable to provide sponsorship to international candidates.

4. Can I defer entry?

We are unable to accept applications for deferred entry to the scheme. All posts will commence from 1 September 2025.

5. I have completed an FMLM Clinical Fellowship previously. Can I reapply?

Clinicians that have been through the scheme are not permitted to reapply for this scheme.

6. I am unable to attend the interview date(s). Is there an alternative?

Interviews are held online for maximum accessibility. Alternative dates are not available.

7. Can I speak to the host organisations or current clinical fellows in person or over the telephone?

Given the number of applicants for this scheme, we are unable to provide contact details for host organisations or current clinical fellows. However, if shortlisted, you will have the opportunity to meet them during the scheduled host evening to gain information about the fellowship experience and to ask questions. If contacted directly via other channels, current clinical fellows will not discuss any specifics or provide additional details around the selection process.

8. Will the salary be matched in terms of on-call uplifts?

Funding is only available for Clinical Fellows to receive base salary – matching uplifts is not possible.

Contact us

For more information and further enquiries, please contact:

✉ clinicalfellowscheme@fmlm.ac.uk

🌐 www.fmlm.ac.uk/services-programmes/clinical-fellow-schemes/current-schemes/chief-sustainability-officers-clinical

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