



Faculty of
Medical Leadership
and Management



Chief Sustainability Officer's Clinical Fellow Scheme 2024/25

Information pack

February 2024

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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 fourth 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 from 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, 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
Acting 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, 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, healthcare science, pharmacyⁱ - 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, NMCⁱ: <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 dateⁱ 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 Healthⁱ
Career progression
<ul style="list-style-type: none"> - Doctors must <ul style="list-style-type: none"> o Have completed both years of foundation trainingⁱⁱ o Not have 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 roleⁱ - Must demonstrate experience working clinically within the NHSⁱ - 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: 1 September 2024.

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 for Medical Professionals](#) in all aspects of practice
- Demonstrates an understanding of NHS management and resources
- Evidence of effective team working 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
- Undertaken training in climate change
- 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 achievement 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.

Recruitment timeline

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

Dates*	Stage
7 February 2024	Applications open
27 March 2024, 5pm GMT	Applications close
15 April 2024	Candidates notified of shortlisting outcomes
17 April 2024, 6–8pm GMT	Virtual Host Evening – SAVE THE DATE
19 April 2024, 5pm GMT	Shortlisted candidates to submit post preferences
23 and 24 April 2024	Virtual Interviews – SAVE THE DATE
Week commencing 29 April 2024	Candidates notified of interview outcomes
May 2024 – June 2024	Contract arrangement window (guidance will be issued)
1 September 2024	Scheme commences

**Dates may be subject to change.*

Application guidance

Application stage

Applications must be received online via the application portal by 5pm GMT on Wednesday 27 March 2024. Applications received beyond this time will not be accepted.

Accessing the application portal

Please visit the [clinical fellow scheme webpage](#) and click on the 'Apply Now' button.

You will be prompted to sign in or create an account on the FMLM website to access the portal.

- FMLM members that already have an account: Please log in using your registered email and password.
- Non-FMLM members: You will need to create a new user account. Proceed to 'Create new account' and complete the details. Once completed, you will have access to the application portal. (Please note: You do not require FMLM membership to apply to the scheme.)

While not required to apply to the scheme, you are welcome to join FMLM by completing the [membership application](#). If you have any queries, please do not hesitate to contact membership@fmlm.ac.uk.

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 Leadership and Management Standards for Medical Professionals](#) when answering all questions.

- Successful candidates should be able to express important information concisely.
- Your 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.

You are able to save a draft of your application. If you save a draft application, please ensure that you return to your application to complete and submit this before the deadline. FMLM cannot accept draft applications.

You can access your saved draft or submitted applications under 'My applications' through your profile on the FMLM website at the top of the page.

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 supply, including, where relevant, sensitive personal data relating to you will only be shared to other individuals and organisations involved in the running and administration of the scheme.

Shortlisting stage

Candidates will be notified of shortlisting outcomes on Monday 15 April 2024.

Host evening

A virtual host evening event will take place via Zoom on Wednesday 17 April 2024 between 6–8pm GMT. This is a helpful networking session for 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 5pm GMT on Friday 19 April 2024. 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, noting that hosts are unable to pay a relocation allowance. For example, if you live in Norfolk and you successfully secure a place in a host organisation in Manchester, you should be willing to relocate to Manchester for the duration of the scheme (caveat – see 'Office attendance and remote working' on page 13).
- 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 scope 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 virtually on Tuesday 23 and Wednesday 24 April 2024.

Before the interview

- Shortlisted candidates will be sent a link to self-select and book interview slots which are available on a first come, first served basis. Interviews will be held virtually for maximum accessibility; therefore, alternative dates are not available.
- Candidates must submit secondment preferences by 5pm GMT on Friday 19 April 2024 (see page 9 for full details).
- After booking their interview slots, shortlisted candidates will be sent a link to the interview platform and will need to submit the following information on the platform at least 72 hours before the interview:
 1. Submit **photo ID** [a passport or driving licence] to confirm your identity.
 2. Complete a **tech test** to ensure that your camera and microphone work.

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 and a question and answer-based panel interview.
- **The scenario task will be released to candidates the day before the scheduled interview.**

After the interview

All candidates will be notified of the outcome within three weeks of interviews.

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 2024 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 down to 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 2024, 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 2024 (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 for Employers* supporting document in the Supporting Documents section of the [Chief Sustainability Officer's Clinical Fellow Scheme 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 2024. Full attendance is required, regardless of LTFT post status.

Office attendance and remote working

Remote working arrangements may continue in 2024/25, and host organisations 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). Applicants should work on the assumption that travel and accommodation will not be covered for visits to Wellington House and should factor this into their decision whether to apply for the fellowship.

Insights from clinical fellows

We asked recently graduated clinical fellows about their experience of the scheme:

“The fellowship has most certainly been the most valuable opportunity of my career to date. Enrolling as a Chief Sustainability Officer’s Clinical Fellow, working nationally with the Greener NHS and the Chief Nursing Office, and being supported by FMLM has been an incredible journey of leadership, knowledge, competence and confidence development.



Being an intensive care nurse and clinical educator during COVID-19 had taken its toll on my morale and wellbeing in the profession, leaving me uncertain of where I wanted my career to go. But the fellowship has caused my passion for my profession to be reignited and feel intensely driven to help lead the way in making positive changes for nursing, the NHS and our planet.

The scheme has exposed me to such a wide and diverse range of experiences and learning opportunities, such as working closely with senior leaders nationally and internationally, leading national projects, and business planning for the Chief Nursing Office’s sustainability team.

The scheme creates time for meaningful thought and reflection, and provides tools and advice to continuously embed the learning, creating a real journey of self-discovery. I am so grateful for my time on the scheme and I would recommend it to anyone that might be considering developing their leadership and unleashing their potential.”

Miss Imogen Stringer, Nurse, Chief Sustainability Officer’s Clinical Fellow 2022/23

“This fellowship year has been career changing. Not only has it given me better insight into the complexity of leadership within the NHS, arm’s length bodies and all the other moving parts; but more importantly it has provided an unparalleled opportunity to transform my passion for environmentally sustainable healthcare into tangible action and delivery.



I would encourage any clinician interested in planetary health and sustainable healthcare to apply so that you too can be surrounded by inspiring multi-professionals each of whom care deeply about the health of our population and our planet, and to be part of the collective action required to reach our net zero targets.”

Mrs Jessie Frost, AHP - Physiotherapist, Chief Sustainability Officer’s Clinical Fellow 2022/23

“My clinical fellowship has been amazing and enjoyable. I can say honestly that it’s been my dream job. I worked at a more senior level than I was expecting prior to the start of the fellowship, and I have learnt how lead in this field in new ways; how to consider sustainable healthcare nationally and strategically across a variety of areas; how to engage with different Allied Health Professional bodies; and how to project manage and deliver concurrent large projects.



The clinical fellows have helped to bring a different perspective to the Greener NHS team, and our host teams. We have also brought our time, energy, and enthusiasm to areas of sustainable practice that might not otherwise have been fully explored.”

Mr Ben Whittaker, AHP - Occupational Therapist, Chief Sustainability Officer’s Clinical Fellow 2021/22

“The sustainability scheme was a fantastic opportunity to be a leader at a national level and have the insight into NHS England and the role it plays in commissioning the NHS. I had the opportunity to meet some fantastic people and gain skills and contacts that will help me greatly in my career in the future.”



Dr Veena Aggarwal, Doctor, Chief Sustainability Officer’s Clinical Fellow 2021/22

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 2024.

5. I am a past Chief Sustainability Officer's Clinical Fellow. Can I reapply?

Clinicians that have been through the scheme are not permitted to reapply for this scheme; please [visit this page of our website](#) for details on further development opportunities in our Senior Clinical Fellow Scheme.

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

Interviews are held virtually 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.

Contact us

For more information, please [visit the scheme webpage](#).

For further enquiries, please contact:

✉ clinicalfellowscheme@fmlm.ac.uk

🌐 <https://www.fmlm.ac.uk/cfs>

📄 Faculty of Medical Leadership and Management
167-169 Great Portland Street, Fifth Floor
London
W1W 5PF

📞 + 44 (0) 204 570 8552