



# Scottish Quality and Safety Fellowship - Person Specification

## Fellowship Programme Organisational Support

- Applicant must have full support from sponsoring organisation

## Vision

The Fellowship aims to develop fellows with a commitment to:

- Devote a significant part of their work to improving quality and safety of care
- Acquire advanced knowledge, technical ability and essential leadership skills to deliver improved health and healthcare for the people of Scotland
- Demonstrate through personal example and other means that delivery of high quality clinical care and continuous improvement of care are necessary in our modern health system
- Support the development of quality and safety programmes and spread improvements within their organisation and nationally
- Be part of a learning support network for transformational leadership with the potential to spread knowledge and learning into other areas of healthcare improvement

## Person Specification

The Fellowship is open to healthcare staff who currently undertake clinical practice and have a direct influence on improving the delivery of safe patient care, as well as staff in clinical professions (e.g. medical, nursing, pharmacy, AHP, healthcare scientists, ambulance) who do not currently deliver hands-on care but do have a role in improving patient care or safety.

### *Essential criteria*

- Actively involved in Quality and Safety Improvement
- Excellent interpersonal skills and ability to work in partnership with others
- Exceptionally motivated with an ability to use initiative
- Aware of limitations; seeks help appropriately
- Ability to lead and motivate others
- A creative thinker who is “solutions-focused” and responds positively to challenges
- Ability to undertake academic work at degree level
- Evidence of CPD and ongoing learning

### *Desirable criteria*

- Ability to successfully deliver defined project work
- University degree
- Knowledge of Improvement Science in healthcare settings
- Evidence of working knowledge of data and statistics for Quality Improvement
- Ability to influence others to change behaviours when there may be resistance to this
- Evidence of collaborative quality improvement or safety work beyond clinical area of practice and/or clinical profession
- Evidence of experience in teaching or coaching