NHS England

Advancement Leadership Fellow Post Candidate Pack 2026-27

WT&E Midlands



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Post: NHSE Midlands Leadership Advancement Fellow

Clinical Specialty: Any

Employer: Ideally secondment from current substantive employer, but can be employed on a lead employer model

Duration: Fixed Term Contract 12 months

Commencing: Wednesday 2nd September 2026

Ending: Tuesday 31st August 2027

Dear Fellow

Thank you for expressing an interest to continue your development in the NHSE Fellowship Dental Leadership Fellow Programme through the Advancement Fellow post.

If you require any further information, please do not hesitate to get in contact.

Best wishes,



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About the post

NHS England are pleased to offer a second year Leadership fellow opportunity to dentist registrants who have already completed the first year programme.

This post is for a 0.4 WTE (16 hours) Leadership fellow role – you must be available to work on a **Thursday** and one other day to be determined with NHSE.

The remainder of the working week (up to 0.6WTE to allow for part time working) will be spent in, or supporting, NHS dentistry in the Midlands. If you are unsure whether your working patterns meet this, please contact Fleur Kellett, Associate Dean.

You will be seconded from your substantive (clinical) employer for 2 days a week and it is expected you would continue in your current clinical role for the remainder of your working week. For those working on a self-employed basis there will be the option to retain this working arrangement and be employed 0.4WTE for the Leadership aspect of the role on a lead employer model.

Commencing in September 2026 the Advancement Fellow post is only open to all those who are GDC registered as a dentist.

The successful postholder will take more of an organisational role in the monthly dental leadership development programme. The posts come with significant NHSE funding of up to £2000 subject to confirmation by the Fellowship Board. The funds should be towards development activity that supports your training needs and knowledge mobilisation and impact which has been agreed by the Associate Dean for Dental Leadership Fellows. Please note successful candidates will need to obtain their own indemnity for this non-clinical post.

You should seek the support of your substantive (clinical) employer prior to application, if they require additional information regarding this, please contact Fleur Kellett, Associate Dean. We are keen to support anyone interested in this role and understand that circumstances are going to vary between individuals and employers therefore NHSE can be flexible in our approach and urge you to contact us to discuss any queries.

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Leadership Fellow Programme

Induction

There will be a mandatory full day NHSE induction on Wednesday 2nd September 2026 at the NHSE Office in Birmingham. The successful Advancement Fellow will be responsible for helping organise this day and providing a presentation to the new cohort.

Continued Professional Development

The opportunity for Continued Professional Development (CPD) is supported and encouraged by the fellowship programme, within funding, time and available facilities. As part of the application and interview process we would like to know how you plan to use the available study budget for your second year, and how it links with your development and future projects plans.

Study Clubs

The advancement fellow will take more of an active role in organising the Thursday study club programme. They will plan the first 3 months for the new intake of fellows and lead the programme with input from the other fellows for the rest of the year.

Group Development

The advancement fellow will be integral to the organisation and planning of the group development programme. They will organise face to face sessions for the fellow scheme during the year. They will also be responsible for linking with other fellows across the country.

Advanced Project

Undertaking a second year will enable you to complete a larger project. As part of the application and interview process we would like you to give a 10-minute presentation of the project you would like to undertake, including discussing why it is needed, intended outcomes and a project timeline.

One to One meetings with the Associate Deans

Supportive one-to-one meetings with Fleur Kellett and Jennie Ross occur on a regular basis throughout the year. These meetings will be used to review your projects, professional development and general wellbeing.

Terms and Conditions of Service

Terms and conditions are in alignment with your substantive (clinical) employer. If NHS England needs to facilitate securing employment for the post, Terms and conditions will align with NHS Employers (2016 Resident Doctor contract).

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Remuneration and Contract of Employment

NHSE in the Midlands will reimburse the substantive (clinical) employer via the Education Contract where applicable, or otherwise by invoice for 0.4WTE of salary costs (to include employer oncosts). Salary band will be at Nodal point 4 (equivalent to DCT3/StR1 £65,048)

Tenure

The appointment is a fixed term until 31st August 2027.

Contractual Notice Period

The agreed minimum period of notice by both sides for those employed under these terms and conditions of service is three months.

Annual Leave

Annual leave will be aligned with that of your current substantive (clinical) employer. If NHS England need to facilitate securing employment for the post, Annual Leave will align with Lead Employers terms for NHS employees.

Registration

Candidates must have full registration and a license to practise with the GDC for the duration of the appointment.

Travel Expenses

There will be an element of travel within the region. There are 4 face-to-face NHSE events throughout the year, travel and accommodation (if required) costs will be deducted from your professional study budget.

Postgraduate Virtual Learning Environment

The successful candidate for the Advancement Fellowship will be responsible for updating, maintaining and developing the Fellow area on the PGVLE.

Monitoring the Projects

During the Advancement Fellowship you will be responsible for liaising with the LDN/MCN/AMDs regarding their ideas for projects and monitoring uptake of projects. As part of this you will have a monthly meeting with the APD to discuss which projects have been started and which are outstanding.

Indemnity

It is successful candidate's responsibility to ensure they have indemnity for this non-clinical post.

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Key Dates for your Diary

Recruitment Timeline

Dates	Stage
Week commencing 20th April	Applications open
9am Wednesday 6th May 2026	Application deadline
Wednesday 13th May 2026	Notified of shortlisting
Wednesday 20th May 2026	Virtual interview via MS Teams
June to September	Onboarding with lead Employer
2nd September 2026	Fellowship commences
31st August 2027	Fellowship ends

If successfully appointed all Leadership Fellows will be required to attend the following events:

- Leadership Fellow Induction Wednesday 2nd September 2026, NHSE Birmingham Office
- Dental Foundation Training Careers Days (3rd December 2026)
- Regional DWD Educators Conference (date TBC – Birmingham)
- Dental Showcase Event (Thursday 8th July 2027, Coventry)
- Fellow Final Presentations

Eligibility and Selection Criteria

Candidates must meet the following **eligibility requirements** to apply for the scheme:

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	Specification	Criteria		Evidence
		Essential	Desirable	Application Form (AF) or Interview (I)
Essential Qualifications/ Requirements	• GDC Registered Dentist • Currently working within/or supporting NHS dental care within the Midlands • Completion of first year of Leadership Fellow programme with NHSE Midlands by September 2026	• • •		AF AF AF
Knowledge, Skills, Training and Experience	• Evidence of professional development since qualification • Evidence of completion of successful projects within the Leadership Fellow Programme for NHSE Midlands • Participation in a professional network or regional meeting • Robust IT literacy skills and able to use Office 365 • Demonstrates understanding of the basic principles of audit, evidence-based practice and patient safety • Writing experience in clinical and/or non-clinical topics or peer reviewed publications and/or other communication medium (e.g. blog, letters, etc.)	• • • • •	•	AF AF/I AF AF AF/I AF

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Qualities	• Good written and oral communication skills	•		AF/I
	• Good organisation skills	•		AF/I
	• Honesty and reliability	•		AF/I
	• Able to work collaboratively within a multi-disciplinary team	•		AF/I
	• Shows initiative, drive and enthusiasm	•		AF/I
	• Seeks and acts of feedback regarding own effectiveness and areas for development	•		AF/I
	• Ability to cope under pressure and to manage uncertainty, demonstrates initiative and resilience	•		AF/I

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