



Faculty of  
**Medical Leadership**  
and **Management**

**NHS**  
England

NM Chief Sustainability Officer  
Clinical Fellows 24-25



# Fellow information pack

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Chief Sustainability Officer's  
Clinical Fellow Scheme 2026/27

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# Introduction

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## 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:** Pre-application approval in principle from relevant training supervisors and executive teams is required with early discussions with HR partners and finance leads recommended. Failure to do so may result in requests for OOPE and secondment contracts being rejected locally, and a fellow post being delayed or withdrawn.

# Eligibility and selection criteria

The scheme is open to a range of registered healthcare professionals who do not hold senior leadership roles and are eligible to work in the UK.

| Qualifications  |
|---|
| <ul style="list-style-type: none"><li>- Applicants must hold a primary professional qualification at a minimum 1st or 2:1 level and be fully registered with their regulator. Non-medical PH trainees must hold a 1st or 2:1 degree.</li></ul>                              |
| Career Stage  |
| <ul style="list-style-type: none"><li>- Doctors must have 12 months post registration experience, have completed foundation training and must not hold a CCT. Other professionals must have Band 7 equivalent team leader experience and NHS clinical experience.</li></ul> |
| Language skills   |
| <ul style="list-style-type: none"><li>- Applicants must demonstrate effective English communication skills appropriate for clinical and leadership practice.</li></ul>  |

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  |
|---|
| <p><b>Essential:</b></p> <ul style="list-style-type: none"><li>- Commitment to sustainable healthcare.</li><li>- Understanding climate health interactions.</li><li>- Leadership experience with reflection on impact.</li><li>- Alignment with FMLM leadership standards.</li><li>- Understanding NHS structures and resources.</li><li>- Effective teamwork and leadership.</li><li>- Knowledge of the English healthcare system.</li><li>- Interest in safe and effective healthcare.</li><li>- Commitment to CPD.</li><li>- Leadership aspirations.</li><li>- Understanding QI, audit, and clinical risk.</li><li>- Training or experience in climate and health.</li></ul> |
| <p><b>Desirable:</b></p> <ul style="list-style-type: none"><li>- Experience embedding sustainability in professional practice.</li><li>- Additional qualifications.</li><li>- Achievement outside specialty.</li></ul>  |

- Leadership experience in clinical or nonclinical settings.
- Insight into healthcare challenges.
- Understanding population health.
- Teaching experience.
- Evidence of clinical excellence.
- Experience in policy development.
- Project management experience.
- Writing or publication experience.
- Experience presenting complex information.

### Skills, values and behaviors

#### **Essential:**

- Drive and enthusiasm for NetZero healthcare.
- Commitment to development.
- Ability to use feedback effectively.
- Integrity, inclusion, and openness.
- Reflective practice.
- Strong teamworking skills.
- Organisational capability.
- Ability to manage competing priorities.
- Resilience under pressure.
- Accountability.
- Adaptability and rapid learning.
- Excellent communication and influencing skills.
- Problem solving and decision-making ability.
- Professional probity.
- IT competence.

#### **Desirable:**

- NHS leadership experience.
- Data analysis and presentation skills.

# Recruitment timeline

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The overall recruitment timeline\* for the 2026/27 scheme is as follows:

| Dates*                    | Stage   |
|---------------------------|---|
| 26 January 2026           | Applications open.                            |
| 22 February 2026          | Applications close.                           |
| By 3 March 2026           | Candidates notified of shortlisting outcomes. |
| 6 March 2026 – AM Session | Virtual Host Evening – <b>SAVE THE DATE.</b>  |
| 17 March 2026             | Virtual Interviews – <b>SAVE THE DATE.</b>    |
| By 2 April 2026           | Candidates notified of interview outcomes.    |
| 1 September 2026          | Scheme commences.                             |

*\*Dates may occasionally be subject to change.*

# Application guidance

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## Application stage

Applications must be received online via an application form on the FMLM website by 9pm GMT on 22 February 2026. 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.

### 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 3 March 2026.

### Host evening

A virtual host evening event will take place via Zoom for all shortlisted applicants to attend on 6 March between 11-12am 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 about the host and current clinical fellows. Job descriptions and event links will be released to shortlisted candidates before the host evening.

### Being matched to a Host Organisation

- 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 online on 17 March 2026.

| Before the interview   |
|--|
| <ul style="list-style-type: none"> <li>- Shortlisted candidates will be sent a link to select their interview timeslot; Availability is on a first come first served basis. Interviews will be held virtually for maximum accessibility; Therefore, alternative dates are not available.</li> <li>- Shortlisted candidates will be asked to provide a copy of an up-to-date CV.</li> <li>- Shortlisted candidates will be sent a link to the interview platform and will need to submit the following information <u>at least 72 hours before</u> the interview:           <ol style="list-style-type: none"> <li>1. <b>Photo ID</b> [a passport or driving licence] to confirm your identity.</li> <li>2. Non-UK/EU applicants will be contacted separately with regards to confirming their right to work status.</li> </ol> </li> </ul> |
| During the interview   |
| <ul style="list-style-type: none"> <li>- The interview is comprised of a scenario task (released one week before the interview) and a question and answer-based panel interview.</li> </ul>  |
| After the interview  |
| <p>All candidates will be notified of the outcome within one week of interviews.</p> <p><u>Successful candidates</u></p> <ul style="list-style-type: none"> <li>- Successful candidates will be sent guidance on next steps.</li> <li>- 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.</li> <li>- Successful candidates will not receive feedback from the interview; this is due to capacity and the high volume of candidates.</li> </ul> <p><u>Unsuccessful candidates</u></p> <ul style="list-style-type: none"> <li>- Unsuccessful candidates will be sent feedback on their interview within six weeks of interview.</li> </ul>   |

# Appointment conditions

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## 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 2026 at the next training grade that you would have progressed to, should you have remained in a training post.
- The salary for each post may 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. Where the fellow resides in London, but the host is outside high-cost area zones, they will not receive London Weighting/HCAS.
- 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:** Pre-application approval in principle from relevant training supervisors and executive teams is required with early discussions with HR partners and finances leads recommended. Failure to do so may result in requests for OOPE and secondment contracts being rejected locally, and a fellowship post being delayed.

## **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 is not responsible for contract or salary arrangements/agreements.**

### **For doctors in training who are in training programmes:**

- Applicants in training programmes must gain approval in principle from 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 the 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 2026, 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 2026 (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

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## 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 2026. 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 for those based outside of Greater London.

# Clinical Fellow Scheme Insights



**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**

“

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

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## **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 I defer entry?**

We are unable to accept applications for deferred entry to the scheme. All posts will commence from 1 September 2026.

## **4. 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.

## **5. 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.

## **6. 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.

## **7. 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

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For further information or queries, please contact:

✉ [clinicalfellowsscheme@fmlm.ac.uk](mailto:clinicalfellowsscheme@fmlm.ac.uk)

📞 + 44 (0) 203 137 3643