



Faculty of  
**Medical Leadership**  
and Management

**NHS**  
England



# Fellow information pack

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**FMLM Central Multi-disciplinary  
Clinical Fellow Scheme 2026/27**

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# Eligibility and selection criteria

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

<b>Qualifications</b>
<ul style="list-style-type: none"><li>- Applicants must hold a recognised professional qualification in a regulated health or care clinical profession and be in good standing with their appropriate statutory regulatory authority. They must have completed a minimum of 12-months' post-registration in clinical practice prior to the start of the Fellowship. They should demonstrate a commitment to maintaining professional standards, continuing professional development, and evidence-based practice. Formal leadership qualifications are welcomed but not essential.</li></ul>
<b>Career Stage</b>
<ul style="list-style-type: none"><li>- Applicants should demonstrate that they are at an intermediate career stage. They should be seeking to develop, consolidate or extend their team or organisational leadership capability alongside their clinical professional role. Applicants should not have previously undertaken a similar local or national leadership, management, or clinical fellowship scheme. Applicants should demonstrate why now is the right timing for this fellowship within their intended career pathway.</li></ul>
<b>Eligibility</b>
<ul style="list-style-type: none"><li>- Applicants must hold full relevant registration and a license to practice, with a minimum of 12 months of post registration experience including achievement of foundation competencies. They must be in training or eligible for training, have completed foundation training before the start date, not hold a CCT, and be eligible to work in the UK.</li><li>- Applicants must be substantively employed by an eligible Regulated Health or Care Clinical Profession.</li></ul>
<b>Language skills</b>
<ul style="list-style-type: none"><li>- Applicants must demonstrate sufficient proficiency in English to participate fully in the Fellowship, including engaging in professional discussion, collaborative working, written communication, and reflective practice. Clear, respectful, and effective communication with a range of stakeholders is essential.</li></ul>
<b>Knowledge and experience</b>
<b>Essential:</b> <ul style="list-style-type: none"><li>- Applicants should demonstrate their experience of working within health and care systems; their understanding of patient and service-user centred care, safety, quality improvement, and multidisciplinary working; and how they have already influenced change within a clinical team or service delivery. Familiarity with ethical, professional, and organisational standards, as well as awareness of the wider system context in which health and care are delivered, is expected.</li></ul>
<b>Skills, values and behaviours</b>
<b>Essential:</b> <ul style="list-style-type: none"><li>- Commitment to delivering safe, high-quality, compassionate care.</li><li>- Integrity, professionalism, and accountability in clinical practice.</li></ul>

- Reflective learning and openness to feedback.
- Effective teamwork, collaboration, and respect for diverse roles and perspectives.
- Awareness of equality, diversity, inclusion, and cultural context.
- Willingness to take responsibility, show initiative, and contribute to improvement.

# Recruitment Timeline

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The 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 – PM Session	Virtual Host Evening – <b>SAVE THE DATE</b> .
18 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 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 FMLM's Multidisciplinary Central Clinical Fellow Scheme, by 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 the 3 March 2026.

## Host evening

A virtual host evening event will take place via Zoom for all shortlisted applicants to attend on 5 March 2026 14:00-15:00pm 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 session invite link 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 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 virtually on 18 March 2026.

<b>Before the interview</b>
<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. Those IN a training programme: provide written support/consent of Out-of-Programme-Experience (OOPE) from your Training Programme Director, or equivalent.</li><li>3. Those NOT IN a training programme or without a successive training post (e.g., FY2): provide written support that a contract extension will be approved.</li></ol></li></ul>
Non-UK/EU applicants will be contacted separately with regards to confirming their right to work status.
<b>During the interview</b>
The interview is comprised of a scenario task (released one week before the interview) and a question and answer-based panel interview.
<b>After the interview</b>
All candidates will be notified of the outcome within one week of interviews. <u>Successful candidates</u> <ul style="list-style-type: none"><li>- Successful candidates will be sent guidance on next steps.</li></ul>

- FMLM will use the references provided in the candidate's application form, though FMLM may be subject to ask for this again as needed. 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

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## Salary arrangements

- Clinical fellows will be paid according to the appropriate NHS graded base pay scale in place as at 1 September 2026 at the next training grade that they would have progressed to in their successive training post.
- For secondments, successful candidates retain their current employment contract and terms. 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.
- For candidates with pay protection: salary is capped at the top nodal point of the NHS base pay scale for doctors in training.
- 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. Secondment contracts vary so, if successful, individuals will need to consider their contract and discuss expenses with their substantive employer and host organisation.

## Out of programme arrangements

### For candidates 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 and finance 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 candidates NOT in training programmes/completed foundation training (FY2) without a successive training place:

- Successful candidates who are not currently in training programmes and will not require OOPE.
- For those without a successive training programme or contracted role, please see 'Contractual arrangements' overleaf.

**Important note:** Early discussions with the relevant training supervisors, 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.

## Contractual arrangements

- FMLM will confirm posts in writing and provide successful candidates with full guidance of the next steps in arranging contracts.
- Shortlisted candidates should confirm the name and contact details of the nominated employee HR partner and finance lead as you will need to contact them on immediate appointment, if successful, to commence secondment arrangements. You will also need to provide these details to your host organisation's HR and finance departments on appointment.

### For candidates IN training programmes or with successive training posts:

- Successful applicants will be appointed to the scheme by way of a secondment arrangement from existing employers. It is the responsibility of the appointed successful candidate to arrange contractual arrangements between employers and the host organisation.

### For candidates between training programmes/completed foundation training (FY2) without a successive training post:

- The fellowship is facilitated as a secondment from an employing organisation.
- Trainees who will not be in a training programme as of 1 September 2026 (e.g. FY2) must still be employed by an NHS trust, Lead Employer, or organisation for the purpose of participating in the scheme.
- Candidates should contact 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 for the entire secondment period, in lieu of a successive employer.
- Written support will be sought at invitation to interview stage.

**Important note:** FMLM does not participate in the arrangement of out-of-programme experience or secondment contracts. Candidates are expected to facilitate this directly with their LETB/Deaneries, employers, and host organisations.

# Working Arrangements

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A full list of 2026/27 host organisations will be made available to shortlisted candidates. The scheme makes every effort to identify posts outside of London.

Shortlisted candidates are invited to an online host evening, where they will have the opportunity to meet with senior leaders and clinical fellows from each host organisation to find out more about the organisation and opportunities available.

## Less than full time posts

- Some posts will be available as less than full time (LTFT) or flexible. This will be detailed in the job descriptions for each host organisation.
- Due to the intensive nature of the scheme and the window being limited to 12 months, LTFT posts are usually offered as 0.8 FTE.
- All requests for LTFT or flexible 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 made available in summer 2026. Full attendance is required, regardless of LTFT post status.

# Frequently asked questions

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## Training

### **1. I am currently applying for a training post that starts in August. What should I do?**

You should continue with that application in parallel to this one. If you are successfully appointed as a clinical fellow, you may find yourself in the difficult position of having to give up the training post. You will then need to contact your deanery to discuss either resigning from your clinical post, or deferring it, if possible. If you are successfully appointed to the scheme, and you choose to give up a training post, you will have to re-apply the following year.

### **2. I have a clinical training post. Would I have to give this up?**

This depends on your stage of training and your deanery regulations. The [Gold Guide](#) stipulates: “The start of training for both core and specialty training may normally only be deferred on statutory grounds (e.g. maternity/paternity/adoption leave, ill health)” (section 3.38) and that time out-of-programme “will not normally be agreed until a trainee has been in a training programme for at least one year of training (unless at the time of appointment, deferral of the start of the programme has been agreed for leave on statutory grounds)” (section 3.162).

Hence trainees entering the first year of core or specialty training may not be permitted to defer their clinical post by their deanery. For successful candidates, this may mean giving up your clinical training post and reapplying in the next round. Those entering higher training posts (e.g. ST3+) may also not be permitted to defer their clinical post by their deanery.

For other grades, depending on your training arrangements, you should arrange to come to this role as an out-of-programme experience (OOPE, or equivalent). Given that most deaneries stipulate six months' notice for OOPE placements, you must start this conversation with your deanery early (i.e. on submitting your application form).

### **3. During the year, can I combine participation on the scheme with my clinical training?**

Where less than full time posts are available, a job description pack will be released to shortlisted candidates, which will specify these posts. Based on the intensive nature of the clinical fellow experience and feedback from alumni, you would be encouraged to carefully consider workloads and capacity alongside personal and other professional commitments.

### **4. Can I count this role towards my training?**

The scheme is a valuable out-of-programme developmental experience; it does not count towards training but does count towards CPD.

### **5. Can international or EEA doctors apply?**

The scheme is open to applicants who hold a recognised professional qualification in a regulated health or care clinical profession and are eligible to work in the UK or participate in this scheme according to visa and immigration requirements.

Some host organisations may have specific visa restrictions relevant to their area of work. This will be made clear in the job description.

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 [www.gov.uk/government/organisations/uk-visas-and-immigration](https://www.gov.uk/government/organisations/uk-visas-and-immigration). Please note that participating organisations, including FMLM, NHS England and NHS Improvement or host organisations are unable to provide sponsorship to international candidates.

## **Application**

### **6. Can I defer entry to the scheme?**

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

Successful approval for Out-of-Programme Experience is required for participation, across specialties and training grades. Therefore, if you are interested in the scheme you are encouraged to discuss this with your training programme director, educational supervisor or equivalent, and apply this year and defer your current training post.

Please keep in mind that if you are a Foundation Year 2 Doctor, and depending on your deanery, you must be willing to give up your training post and re-apply in the next round.

### **7. Can I speak to any of the 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 current clinical fellows. If shortlisted, you will have the opportunity to meet current fellows during a Host Evening to hear about their fellowship experiences and to ask questions.

If directly contacted via other channels, current clinical fellows will not discuss any specifics or provide additional details around the selection process.

### **8. What sorts of things should I be considering in deciding to apply for the scheme?**

When considering applying, be sure to have a conversation with your employer and escalate the request to your executive team, as their support is essential and written proof will be required should you progress through the recruitment process. Being successfully appointed to the scheme is a brilliant opportunity and is accordingly a significant commitment. Given the intensity of the scheme and its 12-month duration, conversations with family and/or support networks are also recommended, to ensure the commitment required is understood and supported, should you be successful.

# Contact us

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For further information or queries, please contact:

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