

# Chief Dental Officer's Clinical Fellow Scheme

## Guidance for employers - 2023/24

---

A dentist within your organisation is interested in developing their leadership and management skills by applying for a post on the Chief Dental Officer's Clinical Fellow Scheme.

### About the Chief Dental Officer's Clinical Fellow Scheme

The scheme is sponsored by the Chief Dental Officer for England and is aimed at aspiring dental leaders who have had limited leadership opportunities and have not held a senior leadership role in dentistry. The scheme is designed to support and develop dentists who present with the clearest potential to develop as clinical leaders of the future.

The scheme is a prestigious and highly competitive national programme that sees only a small number of dentists a year appointed after a rigorous recruitment process, and is managed by the Faculty of Medical Leadership and Management, the professional home for medical leadership in the UK.

### How does the scheme work?

Successful dentists will gain the unique opportunity to spend one year working in a leading, national healthcare-affiliated organisation with the most senior leaders and teams in healthcare, such as NHS England, the General Dental Council and others.

Clinical fellows will develop their skills in leadership, management, strategy, project management, healthcare policy, commissioning, workforce and more and will lead on key projects which contribute to national healthcare priorities. Clinical fellows will be supported by a comprehensive development programme delivered by FMLM and a subsequent alumni scheme.

### Benefits of the scheme for individuals and employers

Clinical fellows will bring back a vast range of skills and experience from their fellowship to their clinical practice which is of considerable value to employing organisations. These include:

- An enhanced understanding of healthcare policy and the mechanism to support implementation.
- An enhanced understanding of the complexity of emerging policy and the ability to lead positive change, by identifying the contexts for change, applying knowledge and evidence, making decisions, and evaluating impact.
- The ability to deal with complex issues and to communicate these concisely, and to critically evaluate policies and processes.
- The ability to explain clinical issues, and their relevance, to clinical and non-clinical colleagues in a clear and persuasive manner.
- The ability to communicate with stakeholders at all levels and to influence change.
- Skills in developing and working with teams and supporting others in developing their own personal insight and effectiveness.
- Access to a wide range of professional networks at a regional and national level, and the ability to build effective relationships.

*"The scheme has allowed me to enhance and develop new valuable transferrable skills.  
It has reinforced my passion for my profession and clinical practice,  
which will serve me well in my future clinical and academic career progression  
and any formal clinical leadership roles I wish to pursue.*

**Jessie Tebbutt, Chief Dental Officer's Clinical Fellow 2021/22**


## Employment information

To help inform discussions about supporting your employee, here are some key terms of the scheme:


- The fellowship runs from 1 September 2023 for 12 months. Posts are a mix of full time and less than full time.
- Successful candidates take up the scheme by way of a secondment contract. Secondments allow employees to gain a huge amount of skill and experience which they can then bring back to their clinical roles and contribute positively to their employing organisations.
- Successful candidates are paid between Agenda for Change 8A and 8B or equivalent.
- Seconded fellows will retain their employment contract, therefore the employing organisation will continue to pay all salary and associated on-costs (NI and pension) and will be fully reimbursed for all costs by the host organisation by way of a mutually agreed payment schedule.

We hope that you will recognise the benefits of the fellowship to both your organisation and employee and that you will support their interest in applying to this scheme.

With thanks



**Sara Hurley**  
Chief Dental Officer  
NHS England



**Dr Paul Evans**  
Medical Director and Acting Chief Executive  
Faculty of Medical Leadership and Management

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

**For further enquiries, please contact:**

- ✉ [clinicalfellowscheme@fmlm.ac.uk](mailto:clinicalfellowscheme@fmlm.ac.uk)
- 🌐 <https://www.fmlm.ac.uk/cfs>
- 📄 Faculty of Medical Leadership and Management  
34 Red Lion Square  
London  
WC1R 4SG
- 📞 + 44 (0) 208 051 2061