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|  | **Essential** | **Desirable** |
| Academic/ Professional | * Qualified doctor or dentist * Member of FMLM | * Qualification related to leadership and management |
| Knowledge | * A broad understanding of the vision and purpose of the FMLM * Understanding of the purpose and process of mentoring, and its distinction from coaching | * Understanding of the wider leadership agenda in the UK in the context of the effectiveness of the health and healthcare system |
| Interests | * An enthusiasm for medical leadership and management issues * An enthusiasm for mentoring and developing others | * Engagement in the development of effective leadership and management in health and healthcare |
| Skills | * Utilises an active listening approach * Able to challenge the mentee in a constructive manner, so as to help them develop insight, achieve results and become more proactive * Supports idea generation and reflection (being a sounding board). * Able to take a long-term view and support a mentee in identifying possibilities. * Receptive to new ideas and alternative ways of thinking. | * Experience of building, managing and leading teams * A "track record" of building talent, including succession planning * Skilled at identifying and knowing how to develop networks. |
| Values and personal attributes | * Commitment, including making sufficient time made available * Maintaining confidentiality * Self-awareness (effect of one's own mood and actions on others) * Sensitive to others and empathic * Creating an open, non-judgemental climate for discussion * Reliable and trustworthy * Treats people fairly and equally |  |