Chief Dental Officer’s Clinical Fellows Scheme
Guidance for employers

To: Employers and employing Organisations

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.

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 dentist 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 dentist a year appointed after a rigorous recruitment process.

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 including the Care Quality Commission, Health Education England, NHS England and NHS Improvement, the General Dental Council and others.

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.

Benefits of the scheme for individuals and employers
Clinical fellows bring a vast amount of skills and experience back from their fellowship which is of considerable value to employing organisations.

These include:
1. a highly developed understanding of healthcare policy and priorities and the mechanism to support implementation
2. an understanding of the complexity of emerging policy and leading positive change, by identifying the contexts for change, applying knowledge and evidence, making decisions and evaluating impact
3. an ability to communicate with stakeholder at all levels and to influence change in line with national priorities
4. enhanced personal, leadership and management skills to work collaboratively and support learning
5. access to a wide range of professional networks across dentistry, wider healthcare bodies and the ability to build effective relationships.
Employment information

Duration – The fellowship runs annually, commencing in September for 12 months. Posts are a mix of full time and less than full time.

Contracts – Where appropriate, your employee will request a secondment to take up the fellowship. 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.

Where a secondment is not possible, your employee may seek a fixed term employment contract with the host organisation directly if that option is available.

Salary – 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.

“I have been able to take the skills I gained during the fellowship back into my clinical role and lead change within my department, organisation and region.”

Funmi Oluwajana
Chief Dental Officer’s Clinical Fellow 2019/20

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
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NHS England and NHS Improvement

Peter Lees
Chief Executive
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