

High Potential Scheme

Guidance for Applicants



An innovative, 24-month career development scheme designed to help aspiring middle level clinical or non-clinical leaders to accelerate their career to senior executive roles at a faster pace.

If you're a middle level clinical or non-clinical leader with the potential and interest to progress into a senior executive role in health and care, the new NHS High Potential Scheme offers a uniquely tailored two-year career development opportunity. You'll develop the knowledge, skills and behaviours to become an outstanding, compassionate and inclusive senior leader across health and care.

The new NHS High Potential Scheme will help build your resilience, influence and capabilities to prepare you for the challenges and demands of senior executive roles, enabling you to work more confidently with greater success across health and care.

The first of its kind for the NHS and being piloted by Lancashire & South Cumbria ICS in partnership with the NHS Leadership Academy, this funded scheme offers a unique, innovative and tailored 24-month career development programme to help you progress to senior executive roles at a faster pace.

As part of the programme, participants will be matched with a career coach who will help shape a unique and innovative two-year programme of experience focusing on gaining practical leadership experience in a range of roles and settings, and strategic experience through assignments and projects.

How to Apply

To apply for the NHS High Potential Scheme, you are required to;

- read all information for applicants and supporting documentation
- complete an online application including your career stage self-assessment
- complete an online potential diagnostic
- attend an assessment centre comprising of an interview and scenario exercise.

You will be required to complete a number of personal statements as part of the online application form;

- Please outline your reasons for applying for the High Potential Scheme
- Outline your interest in progressing towards a senior executive role in future
- Why this scheme and not another form of development?
- Please describe some of the ways that the existence of inequality in the NHS and beyond may have impacted on your career and/or that of others?
- The NHS Long Term Plan outlines a vision for the future NHS; what are your ambitions for the future of health and social care sector?

Before applying, you'll need to seek the support of your line manager or another senior sponsor within your organisation. Line managers/sponsors will be required to support your learning and development throughout the scheme. If you are having difficulties identifying or obtaining a sponsor, please send an email to healthierlsc.highpotential@nhs.net.

Please note, as this is a pilot scheme we are only able to take forward 84 applications through the assessment process. As a result, we reserve the right to close the application window early if we receive a high volume of applications. If you have any queries about this, please contact us.

Eligibility Criteria

Applicants for the High Potential Scheme must;

- Work in an NHS-funded role, based within Lancashire & South Cumbria ICS
- Be a middle level leader i.e. AfC 8a-8d or equivalent in other pay structures, clinical or non-clinical
- Interested in progressing their career to senior leadership roles e.g. board or governing body level
- Ready and willing to learn and develop their leadership skills and behaviours
- Able to demonstrate compassionate and inclusive leadership values and style
- Be working towards one of the two [career transitions](#) identified for the High Potential Scheme.

Diversity and Inclusion

Diversity and inclusion are at the heart of the NHS High Potential Scheme, so middle level clinical or non-clinical leaders from underrepresented groups such as BAME, LGBT+, female, and those with disabilities are encouraged to apply - mirroring the richness and diversity of the NHS workforce.

We are also able to offer additional support throughout the application process to applicants who are from underrepresented groups. If you would like to access this support, please send an email to healthierlsc.highpotential@nhs.net.

Key Dates

Applications open: Wednesday 8 January

Application closing date: Tuesday 18 February

Completion of online potential diagnostic: Monday 9 March - Friday 3 April

Face-to-face assessment:

Monday 20 April

Monday 27 April

Tuesday 21 April

Tuesday 28 April

Wednesday 22 April

Wednesday 29 April

Thursday 23 April

You will be invited to attend on one of these dates.

Notification of assessment process outcomes: Monday 18 May – Friday 29 May

Launch event: week commencing 6 July 2020

Further Information

To find out more about the High Potential Scheme please email healthierlsc.highpotential@nhs.net or call Jessica Payne (High Potential Scheme Project Team) on 07826908655.