

Coventry & Warwickshire Aspiring Leaders Fellowship

The Aspiring Leaders Fellowships provide exciting opportunities to support the local general practice workforce to spend time developing their skills and thus empowering them to become our emerging and future leaders whilst contributing to shaping healthcare at place and system level for our population across Coventry & Warwickshire.

We are looking for members of the general practice workforce team, clinical or non-clinical, with an interest in integrated working and an understanding of the interfaces in patient care. You should have an interest in developing skills in leadership and management and in return, you will have the opportunity to learn and understand organisational structures and be able to access expertise from local healthcare leaders, organisations and providers.

There are also CPD opportunities and a bursary available to allow you to link in with other sectors and academia to further expand your understanding of the wider system. Fellows will be linked to a mentor of choice from a list provided and awarded a place on the [Future Leaders](#) education programme. They will have access to Peer and Lead support, with a wealth of experience in engaging fellows into programmes of work.

Aspiring Leadership Fellows will be encouraged to reflect and evaluate at every opportunity, to enhance their leadership journey.

- Support and contribute to locally identified, existing relevant workstreams with leadership at the forefront of their future vision
- Engage with personal self-development, reflection, scheme evaluation and provide reports to stakeholders

There are eight fellowship places on offer for 2025/26

- **Four places** are available to the General Practitioners
- **Four places** are available to the wider workforce (Nurses, Managers and members of the MDT)

Fellows will be expected to support place and system priorities and encompass all aspects in healthcare delivery

Feedback

"I have become more self-aware, which enabled me to know my strengths and weaknesses and to build on the attributes which will help me in the future."

"Having a legitimate role as an Aspiring Leadership Fellow has given me the confidence to approach and work with system leaders who I would probably otherwise never have made contact with. As a result now I have a much better idea of what is going on in my local area, who to contact with an idea and how I can personally have an impact."

Fellowship Programme Offer (See notes)

- **12-months duration** (Oct 2025 to Sept 2026)
- **Funded time for one day per week** to undertake fellowship activity
- **Remuneration**
 - GP - £10k per session per annum
 - Wider Workforce - £7k gross per annum
- **CPD allowance £2500** to support further personal development and education during fellowship
- **CWTH Future Leaders Programme** (Jan-June 2026)
- Access to **local peer fellowship network** once a month (online/evening)
- Receive support from **CWTH Fellowship Lead**
- Access to the **CWTH General Practice Mentoring Scheme**

Eligibility

- **Currently working in General Practice** within Coventry & Warwickshire (i.e. practice/PCN/Federation level)
- **Min 2 years working in General Practice** (not as a student or trainee)
- **Not within** 3 years of predicted retirement
- Available to **start on 01.10.25**
- **GPs** are required to be working a **minimum of 4 clinical sessions**
- **Wider workforce** are required to be currently working a **minimum of 2 days/wk**, employed at the equivalent of **AfC Band 5 or higher** and hold a relevant **Bachelor's degree or equivalent** demonstration of standard

Notes

- *ALF activity is not specifically timetabled. Fellows are expected to use allocated time to plan all their ALF activities to suit their own diary, and providing flexibility to fit around other commitments.*
- *Candidates cannot hold more than one Fellowship at any one time (e.g. C&W ICB, CWTH, NHSE WTE). Applications will be accepted if end date of any current fellowship is prior to 01.10.25.*

Find out more about the programme and the Aspiring Leaders Fellows and their activity [here](#)

How to apply:

- Via application form: [Aspiring Leaders Fellowship Application 2025/6](#)
- To be submitted by 5pm Friday 23rd May 2025
- Interviews will be held via MS Teams between 16th-23rd June 2025

Aspiring Leaders Fellowship
Application 2025-6



If you have any questions, please contact Joanna Halpin (CWTH Project Manager – GP Workstreams)
joanna.halpin@nhs.net