



**i3 Fellows Programme – Expression of Interest**

*2021*

Overview

The i3 Fellows programme supports a small cohort of early-mid career health professionals in a 12-month project- based attachment. The main aim is to identify, recruit, develop and retain top talent, in order to support a sustainable pipeline of new health leaders – not only for our DHB, but for the wider health system in New Zealand.

Fellowships will encompass projects in key priority area(s). These key areas will be decided-upon following review of current priorities and existing opportunities, as well as consideration of likely impact, for i3/DHB/region/NZ – and “matched” to the skills, experience and interests of the individual. For example, previous Fellowships have included quality improvement, health leadership, innovation, health informatics, information systems, primary care, medical education, care redesign and clinical digital Fellows. The focus of each Fellowship is carefully considered to ensure continued relevance to the organisation, as well as relevance to the individual fellow.

The Fellows Programme aims to build leadership capability and capacity to deliver against Waitematā DHB’s priorities, and is the flagship initiative for the organisation and wider health system. To date, over 32 Fellows have gone through the programme.

As well as developing and nurturing our future health leaders, other aims of the programme include:

* Enhancing the DHB’s reputation through publications, presentations, other research outputs, innovation, and quality improvement activities
* Promoting and demonstrating inter-disciplinary work and collaboration
* Providing support and direction to other organisational activity

Fellows attend regular learning and development sessions, and coaching and other developmental opportunities are provided throughout the year.

Project work

The scope and detail of Fellows project work will be confirmed after consultation with the i3 Director, the i3 Clinical Director of Innovation, project supervisor(s), relevant services, Fellows, and other i3 colleagues if appropriate. The expectation is that Fellows will lead at least one main project and will contribute to a range of other projects relevant to their key area. In keeping with the aims of the programme, it is expected that all Fellows will produce appropriate outputs in relation to their project work (e.g journal article, research paper, written reports).

A senior-level individual working within the defined key area will supervise project work, while overall programme coordination and oversight will be managed by the i3’s Health Leadership Programme Manager. Fellows are also supported by the wider i3 team (including expertise on quality improvement, digital transformation, Qlik, graphic design, project management and innovation).

Process

Recruiting to the Fellows Programme is an ongoing process – with future roles tailored to those individuals who are deemed to be the best fit for the programme, at any given time.

Those who are interested in the programme are encouraged to complete the EOI form (see below), as a first step.

EOIs will be reviewed by a senior team from i3 – which may include the Health Leadership Programme Manager, i3 Director, i3 Clinical Director, Innovation, and other senior colleagues - as appropriate. The reviewers will pay particular attention to assessing an applicant’s potential to thrive in the role and contribute positively to teams and organisational projects/priorities. Fellowships will be suited to proactive individuals seeking opportunities outside traditional career paths, who can demonstrate interest and efforts extending beyond their current roles and who will bring new, diverse skills to the healthcare system. A passion for making a difference, being able to use initiative, and wanting to be part of improving systems and processes is also expected for these roles.

Successful applicants will be invited to attend an interview for the programme - to discuss potential project work and their areas of specialist interest in more detail. A place may then be offered if it is agreed that the applicant meets the necessary personal qualities, skills and abilities that match well with key priority areas of work for i3/DHB/region at the time; and an appropriate supervisor(s) are confirmed. The offer of a role is also subject to the standard DHB reference checking process.

Eligibility

All applicants should have an eligible work visa, and preference will be given to existing Waitematā DHB employees. If a fellow role is required, for a particular key work priority, we may advertise internally/externally to fill this role.

Fellow positions will be designed to be adapted to individual and organisational needs and preferences. For example, those coming from a clinical background may wish to keep a FTE clinical component of their role in conjunction with the Fellowship opportunity. The roles are developed with each individual in mind (e.g. accommodating postgraduate study, clinical duties etc.).

Secondments and joint-funding of a fellowship is also a possibility – please email Karen.Fielding@waitematatdhb.govt.nz to discuss further.

Funding

# The programme is sponsored by the CEO and has a funding/FTE cap to recruit to.

The Fellowships are funded by i3 and do not include any additional funding for individual’s continuing professional development.

Further Information

More information on the project work of i3 and the Fellows can be found here: <http://i3.waitematadhb.govt.nz/>

For any further information on the Fellows Programme please contact: Karen.Fielding@waitematadhb.govt.nz

i3 Fellows Programme: Expression of Interest Form

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| **Applicant Information**  | **Applicant Name** | Click or tap here to enter text. |
| **Career Stage**  |  |
| **Current employer**  |  |
| **Current division/department** |  |
| **Current job/role(s)** | *Title of current post*  |
| Select relevant role(s)Clinical [ ] Research/Education [ ] Non-Clinical [ ]  |
| **Ideal timeframe of fellowship (if known)** | Click or tap to enter a date. |
| **Ideal proportion of your time it will take (FTE)** *i.e. full-time or part-time* | Click here to enter text. |
| **Details of any specific areas of interest that you would like to be involved with, or gain further experience/knowledge of?** *(e,g, innovation, quality improvement, care re-design, digital/IT, health informatics, equity, project management etc.)* |  |
| **High level summary of any postgraduate qualifications** *(e.g. Master in**Health Leadership,**Diploma in Health Sciences)* |  |
| **Details of previous training, work experience or clinical excellence at WDHB (or other)***maximum**word count: 100 words* |  |
| **Additional information***If you have any relevant information you think we should know about you application please enter this here* |   |
| ***For external applicants only (i.e. not currently employed by Waitematā DHB, or other DHB):*** **Why are you interested in undertaking a Fellowship with us?** *Suggested word count: 200 words* | Click or tap here to enter text. |

 Please complete and save this form and email it to Karen.Fielding@waitematadhb.govt.nz