

Future People Leaders Programme

Selection process guidance for applicants

This document is designed to help you understand the selection process for the Future People Leaders Programme.

To be eligible for this programme, you need to be a senior people professional working within the NHS in England, able to demonstrate your potential and ambition to move into a deputy director role in the next 12 to 18 months. Your organisation does not need to be an HPMA member.

You should refer to the application pack for a detailed breakdown of elements of your application.

Overall there will be 50 places on the programme with a North and a South cohort with 25 places each. The selection process will be as transparent and fair as possible with CPO and HRD involvement at each stage of the process.

It is our intention to have as many Integrated Care Systems (ICS) represented on the programme and have therefore determined that the first stage of the selection process will be led by ICB CPOs, across each ICS in the country.

The selection process will be conducted in two stages as follows:

Stage 1: Conducted by Integrated Care Boards. Each ICB CPO will be asked to run a shortlisting process with NHS organisations across their ICS. Applications received by the closing date will be shortlisted and the scores submitted to the HPMA, with a clear recommendation regarding the strongest shortlisted applicants from each ICS area. The scores will be calibrated by a panel led by the HPMA and the strongest applications will be put forward to the second stage panel interview. At the calibration stage equalities monitoring information will be used to support intentional decision making where black, Asian and minority ethnic candidates receive the same scores as white candidates.

Stage 2: Shortlisted applicants will be divided into two regions (North and South) in line with the geographical location of your organisation and put forward for virtual panel interviews. The panels will be run by the HPMA and will be made up of CPO and HRD leaders from across the country. Successful applicants will be confirmed at this stage.

In designing the recruitment process, we have been mindful of NHS England analysis of demographic data for the people profession, demonstrating that there is a glass ceiling for black, Asian and minority ethnic HR and OD professionals at band 7 and above.

In the future, NHS England is hopeful that further research can be undertaken on other under-represented groups which may inform future programmes. We wish you every success in your application.