

Dental Leadership Fellow Candidate Pack 2025-26

WT&E Midlands



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Post: NHSE Midlands Leadership Fellow

Employer: Lead Employer or Secondment (Part Time 16 hours)

Duration: Fixed Term Contract 11 months

Commencing: 1st October 2025

Ending: 31st August 2026

Dear Applicant

Thank you for expressing an interest in the NHSE Fellowship Dental Leadership Fellow Programme. We hope that after reading the enclosed information you will feel enthusiastic about applying to join our scheme.

If you require any further information, please do not hesitate to get in contact.

Best wishes,



Fleur Kellett

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About the posts

NHS England are pleased to offer this exciting opportunity to dental registrants in the Midlands to participate on our Leadership Fellow Programme.

This post will have a 0.4 WTE (16 hours) Leadership component - one of which needs to be a Thursday. Pay will be dependent on your clinical background:

- Dental Registrants – a maximum of current nodal point 4, £61,825 full-time equivalent.
- Dental Care Professionals – NHS Employers Agenda for Change pay grade

To be eligible for application you need to be working clinically within NHS care in the Midlands. Your clinical role can remain unchanged unless you need to reduce hours to allow for the 0.4WTE for the leadership programme.

Commencing in October 2025 these positions are open to dental professionals who are:

- fully GDC registered
- Dentist registrants:
 - have or eligible for full inclusion as a Dental Performer on the National Performer List by 1st October 2025 and have a position up to 0.6WTE working clinically in NHS primary care, or,
 - have an employed position as a dentist within NHS dentistry in the Midlands that does not require the postholder to have a performer number
- DCP registrants:
 - Supporting NHS dental care in the Midlands

The successful postholders will take part in the monthly dental leadership development programme. The posts come with NHSE funding (£1500) towards registration fees for an academic qualification, short course or other development activity which has been agreed by the Associate Dean for Dental Leadership Fellows.

The post is suitable for:

- Dentist registrants
 - Associate Dentists
 - Practice Owners

- Staff Grade/Locally Employed Dentists
- Dental Officers
- Salaried GDPs
- DCP registrants
 - DCPs at various stages of their clinical career
 - DCPs looking for non-clinical professional experience
 - DCPs looking to enhance their professional portfolio and CVs
 - DCPs starting out in their leadership journey.

You should seek the support of your practice or employer prior to application, especially if application is going to require changing in working patterns or UDA commitments. If they require additional information regarding this, please contact Fleur Kellett, Associate Dean. We are keen to support anyone interested in this role and understand that circumstances are going to vary between individuals and employers therefore NHSE can be flexible in our approach and urge you to contact us to discuss any queries.

What is a Dental Leadership Fellow?

The NHS, like most developed world health systems, is faced with multiple complex challenges; an aging population, the increasing burden of long-term conditions and comorbidities, on-going health system redesign, and the integration and application of scientific advances - all set against a background of financial constraint and the need to improve productivity alongside quality of care.

The scope of these challenges necessitates that all registrants develop leadership skills, both to improve current service delivery and positively impact future health systems.

Midland Dental Leadership Fellow posts offers Dental Registrants the opportunity to develop their skills in leadership, management, strategy and project management outside of their normal clinical practice.



During the Fellowship you will have the opportunity to acquire, develop and share knowledge and skills in leadership and will be challenged to think and behave differently in your leadership roles.

Who will I work with?

During the 11 months you will work with the other fellows on the scheme, members of the NHSE team including close working with the Dental Workforce Development team led by Jennie Ross, Associate Dean, and Local Dental Network (LDN) chairs across the Midlands region. You are likely to attend LDN meetings where local clinicians, members of HealthWatch, Commissioning Managers, Managed Clinical Network (MCN) Chairs, Integrated Care Board (ICB) representatives all come together to discuss developments in their region.

If you want to know more about LDNs and MCNs log into our [Postgraduate Virtual Learning Environment](#) and undertake the CPD training on LDNs. If you have not already signed up for access please fill out this [form](#) for registration.

What kind of projects will I do?

Previous projects completed by our GDP fellows have included:

East Midlands IMOS Procurement Process

Learning how to act as a clinical evaluator for the East Midlands IMOS procurement process, as well as completing the moderation processes for this.

Work Experience in Primary Dental Care

Creation of a work experience programme for use within a practice, including a staff plan for work experience students.

Oral Soft Tissue and Two Week Wait Referrals Analysis

Analysis of the two week wait referrals undertaken in their practice, the findings of which were used by the Interim CDO at a national conference.

Swallowing, Oral Health and Nutrition Ambassadors (SONAs) Programme Development

To multi professional project to support the development of training, resources and dissemination of the importance of good nutritional values.

Implementation of a dysphagia checklist for care home staff across Nottinghamshire

A multi professional project that has been set-up to develop Dysphagia and checklists to help healthcare professionals to identify swallowing and communication problems in patients after stroke and provided a basic framework in their management approaches.

“The Leadership Fellow programme is ideal for individuals eager to develop their leadership and management skills whilst simultaneously maintaining their clinical skills. The hybrid nature of this programme ensures clinical currency but also exposure to a wide range of leadership opportunities. This programme offers a safe and supportive environment, both clinical and non-clinical, which promotes personal and professional development.



The experiences and opportunities available throughout the year makes this programme truly unique. It has provided me with a new set of skills and experiences that would not have been achieved through clinical training alone. My knowledge of the NHS and leadership within dentistry has significantly improved. Being assigned mentors at the start of the year enables invaluable one on one support throughout the year. Furthermore, monthly group coaching sessions also contribute towards your development. Working alongside senior NHS leaders, attending regional and national meetings and being involved in large scale projects provides a plethora of learning opportunities. I have grown in confidence and met many amazing colleagues who I hope to stay in contact with throughout my career.

The positive impact this programme has had on my career is evident in many ways. Recently, I was appointed the National Dental Core Trainee Representative and am part of the Recruitment Steering Group as a result of the experience gained from my Leadership Fellow year. I have also been asked to speak on a national stage a number of occasions since completing the programme. I highly recommend applying for this unique programme!”

Jacob Watts
Leadership Fellow 2022-2023



"I'm currently in full swing of being a leadership fellow and I have found the year immensely rewarding, the shift from working full-time in a clinical setting to the leadership fellow post allows you to take a small step away from the clinical aspect to immerse yourself in a new environment involving leadership and management within the NHS.

The year has made me realise there is so much more to dentistry than just the four walls of the surgery. The post allows you to network with your fellow peers, be active in Local Dental Councils, Local Dental Networks and I am very fortunate to work closely with the Interim Chief Dental Officer.

On the non-clinical days, you'll be involved in projects which can be local, regional and even national. Having a particular interest in Special Care Dentistry I am delighted to be involved in the development of the Swallowing, Oral Health and Nutrition Ambassadors in care homes and domiciliary settings across Lincolnshire, as well implementing a dysphagia checklist in care homes in Nottinghamshire.

There is a tremendous emphasis on focusing on your own professional development throughout the year, each fellow has a study budget which can be used to fund a postgraduate certificate, diploma or to attend conferences. In addition, there are monthly study clubs and coaching sessions focusing on management and leadership attributes. I have also been very fortunate to have access to great mentoring in my post who have supported me if I had any concerns. There are also great opportunities to workout outside your comfort zone, for instance, later this year I am presenting at the national BDIA conference."

Conner Reynolds
Leadership Fellow 2023-2024

Previous projects completed by our DCP fellows have included:

Project Sphere

A collaboration project with the Deputy Chief Dental Officer which focused on improving and promoting reporting pathway and support systems for the dental team following a Patient Safety Event. The purpose of this project was to initiate a shift away from blame culture towards a fair, learning culture.

DCP Networking Project

The main objective of this project was to set up a networking group for DCPs to enable closer working with LDNs and MCNs and facilitating DCPs representation and input at these important meetings.

Neglect Task and Finish Group

This project involved working with a LDN to create a child neglect '7-minute briefing' for distribution to all NHS Primary Care dental practice in the Midlands region.

DCP Mentoring Network

Working with the East Midlands Local Dental Network chairs to create a mentoring network for those working within NHS dentistry, including DCPs. This included upskilling DCPs to be able to provide mentoring, as well as spreading information about the scheme and the benefits of mentoring to DCPs in the region. Jyoti Sumel has recorded Eastman Dental Podcast talking about her career journey including her experience as a Leadership Fellow. We encourage DCPs interested in applying for this opportunity to listen to this Podcast.

One of the main aims of the DCP Leadership Fellow posts is to work with our Dental Workforce Development team to improve relationships between NHSE and your registrant groups. This might involve setting up study groups or peer support networks or helping develop initiatives to upskill your registrant groups. During the year we would like you to plan, run and evaluate a training event.

From 2021 to 2023, I became an NHSE Midlands (WT&E) Clinical fellow, one of the first in the Midlands. This opportunity so early on in my career has opened many doors and led me to opportunities I did not know were available to me. I have led various projects, written a GDC blog, and a publication in the BADT and The Dentist Magazine. I never imagined I would ever speak at conferences or to large crowds until I was pushed by my supportive mentors, Fleur Kellet and Deborah Manger, to overcome my imposter syndrome.

The main project during my fellowship was 'Project Sphere' I led this project alongside my mentor Jason Wong MBE, to create a positive patient safety culture. As a group, we created patient safety huddle sheets and a human factors-based supporting document and led a positive patient safety webinar.

The General Dental Council created a leadership network and I was chosen to represent on the panel, alongside various established individuals. Being involved allows me to be a voice for Dental Therapists and ensure we are considered when decisions and changes are made.



I believe my career path would not have led me to leadership without my vital years undertaking the fellowship. This helped me gain support from various mentors from within and outside Dentistry. Our range of study club topics allowed me to learn about a range of topics from project management, and sustainability to public speaking.

I have recently won Dental Therapist of the Year in the 2023 Probe Awards and the Philips Shine On award at the Clinical Dentistry Awards 2023. I believe it was my hard work during the fellowship years making a difference and being proactive in my projects that led to me achieving these dental awards.

The leadership fellowship led to my success in gaining my new role as the Training Programme Manager for the East of England Dental Therapist Foundation Training Scheme. The skills and experience I gained from the fellowship provided me with the insight to undertake this role. It helped me to stand out from the other applicants. I hope the base of the fellowship will continue to inspire me through my career and I look forward to more opportunities arising.

Jyoti Sumel
Leadership Fellow 2021-2023

Leadership Fellow Programme

Induction

There will be a mandatory full day NHSE induction on Thursday 2nd October 2025 at the NHSE Office in Birmingham.

Continued Professional Development

The opportunity for Continued Professional Development (CPD) is supported and encouraged by the fellowship programme, within funding, time and available facilities.

Breakfast Study Clubs

Once a month on a Thursday the Dental Leadership Fellows have a virtual breakfast study club where dental leaders from a variety of organisations share their leadership experiences, insight and knowledge. The initial schedule is pre-arranged, but fellows have the ability to shape the topics covered, there is a small budget available for booking speakers.

One to One meetings with the Associate Deans

Supportive one-to-one meetings with Fleur Kellett or Jennie Ross occur on a regular basis throughout the year. These meetings will be used to review your projects, professional development and general wellbeing.

Terms and Conditions of Service

Terms and conditions are in alignment with your substantive employer or NHS 2016 Junior Doctor contract or Agenda for Change.

Remuneration and Contract of Employment

NHSE in the Midlands will reimburse the substantive (clinical) employer via the Education Contract where applicable, or otherwise by invoice for 0.4WTE of salary costs (to include employer oncosts).

Tenure

The appointment is a fixed term for 11 months.

Contractual Notice Period

The agreed minimum period of notice by both sides is 3 month notice.

Annual Leave

Annual leave will be aligned with your substantive or NHS 2016 Junior Doctor contract or Agenda for Change.

Registration

Candidates must have full registration and a license to practise with the GDC for the duration of the appointment.

Travel Expenses

There will be an element of travel within the region. There are 4 face-to-face NHSE events throughout the year, travel and accommodation (if required) costs are fully covered for these.

Additional costs will be reviewed on an individual basis.

Indemnity

Indemnity for the 0.4WTE Leadership post will be provided by NHS England. It is the successful candidate's responsibility to ensure that they have full clinical indemnity for their clinical role.

Key Dates for your Diary

Provisional Recruitment Timeline

Dates	Stage
Week commencing 16 th July 2025	Applications open
13 th August 2025 11.59pm	Application deadline
14 th August 2025	Candidates notified of shortlisting outcomes
21 st August 2025	Virtual interviews – SAVE THE DATE
August/ Sept 2025	Contract arrangement window (guidance will be issued)
1 st October 2025	Fellowship commences
31 st August 2026	Fellowship ends

If successfully appointed all Leadership Fellows will be required to attend the following events:

- Leadership Fellow Induction Thursday 2nd October 2025, NHSE Birmingham Office
- Dental Foundation Training Careers Days (3rd & 4th December 2025)
- Regional DWD Educators Conference (date TBC – Birmingham)
- BDIA Dental Showcase 13th & 14th March 2026 London
- Foundation Dentist Induction and Fellow Final Presentations Thursday 27th August 2026

Eligibility and Selection Criteria

Candidates must meet the following **eligibility requirements for dentist registrants** to apply for the scheme:

	Specification	Criteria		Evidence Application Form (AF) or Interview (I)
		Essential	Desirable	
Essential Qualifications	<ul style="list-style-type: none"> GDC Registered Dentist Eligibility for full inclusion as a Dental Performer on National Performers List by commencement of post 	<ul style="list-style-type: none"> 		AF AF
Knowledge, Skills, Training and Experience	<ul style="list-style-type: none"> Evidence of professional development since qualification 3 years' experience post qualification working within NHS as a dentist Experience working as an Associate in NHS dentistry Evidence of emerging leadership within practice e.g. Undertaking an improvement project in practice, leading training, staff development initiative Participation in a professional network or regional meeting Robust IT literacy skills and able to use Office 365 Demonstrates understanding of the basic principles of audit, evidence-based practice and patient safety Writing experience in clinical and/or non-clinical topics or peer reviewed publications and/or other communication medium (e.g. blog, letters, etc.) 	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> 	AF AF/I AF AF AF/I AF

Qualities	• Good written and oral communication skills	•		AF/I
	• Good organisation skills	•		AF/I
	• Honesty and reliability	•		AF/I
	• Able to work collaboratively within a multi-disciplinary team	•		AF/I
	• Shows initiative, drive and enthusiasm	•		AF/I
	• Seeks and acts of feedback regarding own effectiveness and areas for development	•		AF/I
	• Ability to cope under pressure and to manage uncertainty, demonstrates initiative and resilience	•		AF/I

Candidates must meet the following **eligibility requirements for dental care professionals** to apply for the scheme:

	Specification	Criteria		Evidence Application Form (AF) or Interview (I)
		Essential	Desirable	
Essential Qualifications/ Requirements	<ul style="list-style-type: none"> GDC Registered DCP Minimum of one year's clinical practice post registration Currently working within/or supporting NHS primary care within the Midlands 	<ul style="list-style-type: none"> • • • 		AF AF
Knowledge, Skills, Training and Experience	<ul style="list-style-type: none"> Evidence of professional development since qualification Evidence of emerging leadership within practice e.g. Undertaking an improvement project in practice, leading training, staff development initiative Participation in a professional network or regional meeting Robust IT literacy skills and able to use Office 365 Demonstrates understanding of the basic principles of audit, evidence-based practice and patient safety Writing experience in clinical and/or non-clinical topics or peer reviewed publications and/or other communication medium (e.g. blog, letters, etc.) 	<ul style="list-style-type: none"> • • • • 	<ul style="list-style-type: none"> • • 	AF AF/I AF AF AF/I AF

Qualities	• Good written and oral communication skills	•		AF/I
	• Good organisation skills	•		AF/I
	• Honesty and reliability	•		AF/I
	• Able to work collaboratively within a multi-disciplinary team	•		AF/I
	• Shows initiative, drive and enthusiasm	•		AF/I
	• Seeks and acts of feedback regarding own effectiveness and areas for development	•		AF/I
	• Ability to cope under pressure and to manage uncertainty, demonstrates initiative and resilience	•		AF/I