**Emerging System Leader Programme (ESLP)**

**FAQs to support the Expression of Interest Process**

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| Am I eligible for ESLP? | If you are. * A middle-career level leaders including clinicians, from a diverse background, within health, care and wider public sector services within Hertfordshire and west Essex ICS.
* Motivated and have the aspiration and potential to progress your career at a faster pace to a more senior leadership role and on to executive level roles.
* Those who are currently looking to develop your skills and confidence to lead beyond your current service boundaries and across a wider system.

Bandings and levels will vary depending on the organisation you work in. Typically, but not exclusively, leaders who will benefit most from ESLP are:* Bands 8b/c under Agenda for Change in the NHS and equivalent grades in partner organisations.
* Medics or Dentists who are currently in Consultant, GP or SAS roles and wish to develop in Leadership roles.
* Grades 13 and above in social care.
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| How do I express an interest in ESLP? | If you think ESLP is for you then to formally express an interest, please complete and submit the following:* ESLP Expression of Interest Form A
* ESLP Equal Opportunities Form B
* Submit both forms to your organisational ESLP contact before **13th** **October 2023**. (Your organisational ESLP contact details are set out in the ESLP flyer)

You will also need to identify an ESLP sponsor. Typically, this will be your line manager however, it can be a more senior leader of your choice who has agreed to carry out this role.  |
| Do I need to get my managers approval to express an interest? | No, you do not require your line manager approval to submit an expression of interest. However, we would encourage you to have a conversation with your line manager or another senior leader of your choice to discuss your development needs, career aspirations and if ESLP is right for you at this point. |
| What happens to my expression of interest after submission? | Your expression of interest will be collated by your organisation. Your organisation will arrange for a locally held fair and transparent nomination process. This process will review all expressions of interest and identify the individuals they deem as ready now for the programme. These identified individuals will then be nominated by their organisation to participate in the first ESLP programme and invited to attend the ESLP Development Day. All those who have expressed an interest in ESLP will receive feedback on the outcome of their expression of interest. |

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| Why do I need to compete an equal opportunity form?  | We are committed to the development and progression of leaders from diverse backgrounds.  We want to ensure that we have engaged and encouraged a diverse range of leaders to express an interest. Equality monitoring data will be collated, analysed and reported on at key stages of the process to ensure the programme is diverse and equitable. The data will be held in line with Hertfordshire and west Essex Integrated Care Board (ICB) Privacy Notice  |
| Can I self-nominate? | No, you can only put forward an Expression of Interest. Your organisation will select and nominate the individuals they identify as ready now for the programme. |
| Can I appeal the decision if my organisation does not nominate me for ESLP?  | Your organisation will follow a fair and robust nomination process and their decision on nominations is final. If you are not successful, we encourage you to seek feedback on your submission to support your future development and career progression. |
| Will I get study leave for ESLP?  | If nominated, your organisation will support you to attend the core events and the core learning components of the programme including any specific experiential learning activities that are agreed in your final ESLP personal development plan.For any additional study leave please refer to your organisations policies and discuss with your line manager or sponsor. |