

Application Process

The application process is designed to enable both applicant and sponsor(s) to complete the right sections at the right time and we encourage all applicants to discuss their application with their sponsor(s) prior to submission.

If you have more than one sponsor, only one Sponsor form should be completed. The applicant and sponsors should decide whether one sponsor will complete the form on behalf of all of the sponsors, or if the sponsors will jointly complete the form.

Application are open from **Monday 27th March until 5pm Friday 5th May**. If you are successfully selected to progress to the next stage we will be holding Selection Panel conversations between 5th June 2023- 13th June 2023. Selection conversation slots will be allocated from 29th May 2023 and applicants will be contacted at this time to be invited to a selection conversation. Please do make every effort to be available as flexibility is very limited.

Step 1

Applicants download the application form (Microsoft Excel document) and save to their own computer from the [Developing Senior Systems Leadership website](#).



Step 2

Applicants complete their relevant sections of the application form by navigating the tabs in the Microsoft Excel document:

- Section A: Applicant Personal Details
- Section B: Applicant Personal Statement
- Consent to required GDPR statement
- Equality and Diversity Monitoring Questions



Step 3

Sponsor(s) complete their relevant section of the application form: Section C: Sponsor Statement and Nomination Form.

If the applicant has more than one sponsor, only one Sponsor form should be completed. The applicant and sponsors should decided whether one sponsor will complete the form on behalf of all of the sponsors, or if the sponsors will jointly complete the form, whilst keeping within word count.



Step 4

The applicant sends the complete application form to nes.dssl@nhs.scot, ensuring all sections of the form have been completed.

You will receive an email confirmation of your application within 72 hours.

The application process is now complete.



Application & Selection Process

This is an offer open to senior systems leaders across Social Care, Social Work and Health and much of the programme centres on work-based application of your learning. For both these reasons, it is essential that you, your manager, sponsor, and organisation are fully committed to support you to experience all elements of the programme and its associated commitments.

We expect your sponsor(s) to outline to you from the outset in their supporting sponsor statement as part of the application process. We also expect them to outline what support they'll provide to help protect your time to experience the programme, as well as how they will make the most of the opportunity to create learning and practice opportunities locally, regionally, and nationally that complement your developing capacity to lead at an executive/senior level.

All applications can be completed online via our [information hub](#). The application process is open from **27th March 2023 - 5pm 5th May 2023**. Late applications will not be considered.

Applications will reflect..

- 1 What attracts you to the programme?
- 2 What 3 development areas will you address by participating in this programme ?
- 3 Name 3 areas of strength that you hope to build on and share by participating in this programme?
- 4 Tell us about your career ambitions and your specific career goals in the next 18-24 months? How are you already preparing yourself to realise these?
- 5 What will you bring to the programme that will enhance the cohort's shared learning and how will you use your learning to make a positive impact at a self, team / organisation, and whole system level?
- 6 You will be expected to undertake a piece of live collaborative work with a small team of colleagues in the cohort. What areas of live collaborative work might you be interested in exploring with other systems leaders in the cohort? Please explain your answer.
- 7 Please tell us about your experience of leading change and delivering sustainable outcomes in complex settings

Your statement should be no more than 1000 words for applicant statements, and no more than 800 words for sponsor statements. Word count will matter given the competitive nature of the selection process."

Application & Selection Process

You must also ensure your Sponsor(s) completes Section C of the Application form, which acknowledges their support for you on the programme.

We ask the sponsor(s) to answer the following questions to provide a supporting statement for the applicant indicating why they would benefit from Developing Senior Systems Leadership at this time. (no more than 800 words overall)

- 1 What is your view regarding the applicant's potential, motivation and readiness to move into a senior system, executive or director level role in Social Care, Social Work or Health in the next 18-24 months, albeit with some development?
- 2 Please outline the applicant's core leadership strengths that they will bring and further develop on the programme.
- 3 What are the 3 priority development areas for the applicant to address whilst on the programme?
- 4 How will you personally lever opportunities for the applicant to understand and experience the activities and interactions a senior leader has in your part of the system?
- 5 What do you envisage the benefits of sponsoring and engaging with this development offer will be for you?
- 6 How will the applicant's team, organisation and the wider Social Care, Social Work and Health system also benefit from you both taking part?



Next steps

Applications will be reviewed for eligibility and shortlisted against the selection criteria in the first instance. Shortlisted applications will be invited to a conversation with panel member(s) and one of the faculty team, to select the final cohort. The panel will be keen to assess all applications with the opportunity to maximise the cohort composite experience in mind.

Decisions will be finalised by end of June 2023, once conversations with shortlisted applicants have concluded. Applicants should note conversations with a selection panel & faculty member will take place between 25th May and 14th June 2023.

Following the selection panel decision, you will be notified whether you've been successful in securing a place on Developing Senior Systems Leadership and expected to commit to onboarding activities by mid-July 2023.

The onboarding process will include 2 conversations with your allocated coach to work with you in establishing your learning contract and development plan for the duration of the programme.

