

FUTURE LEADERS PROGRAM

Eligibility and Selection Criteria



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We acknowledge the Traditional Custodians of the lands and seas on which we work and live, and pay our respects to Elders, past, present and future.

Contents

Introduction.....	4
Eligibility	4
Essential selection criteria:	4
Desirable / non-essential criteria:	6
Application / selection process timeline	7

Introduction

This document outlines the eligibility requirements, the selection criteria and process designed to choose applicants for the Future Leaders Program (FLP).

This document describes both essential and preferred criteria that candidates should meet to be considered for the program. Additionally, it provides an overview of the selection process, ensuring transparency and clarity for all applicants.

We are committed to selecting individuals who not only demonstrate the necessary skills, knowledge and attributes but also align with the RACGP values and vision for the future.

Eligibility

The applicant must be a current Fellow of the RACGP (FRACGP) with at least three years of Fellowship to be eligible for selection into the Future Leaders Program.

1. This criterion ensures that candidates have a demonstrated level of experience and commitment to general practice and the college. Considering the FLP is a fully funded program, requiring a minimum of three years of continuous fellowship ensures we can select individuals who have not only advanced their clinical skills and gained valuable insights into the complexities of healthcare delivery but also demonstrated a commitment to the college.
2. Exceptions to the eligibility criteria are:
 - a. Registrars who sit on the GPiT Faculty Council
 - b. Registrar Liaison Officers
 - c. Registrar Medical Educators
 - d. New Fellows in Medical Educator roles
 - e. Registrars or New Fellows who sit on a Faculty Council

Essential selection criteria:

1. The applicant can demonstrate involvement in leadership positions, such as in clinical teams, committees, or professional organisations.
 - a. This criterion seeks to identify individuals who have actively engaged in leadership roles, demonstrating a pre-existing desire for leadership, and likelihood that they can collaborate, communicate effectively, and drive initiatives in various settings. Further, candidates with proven leadership experience are likely to contribute meaningfully to discussions and projects within the program, enhancing their peers' learning experiences. Assessment of this criterion focuses on evidence of impact and responsibility over role titles.



2. The applicant agrees to fully participate in the program, including attending all required webinars, meetings, workshops which are up to two hours per week for the duration of the program. Attend the in person, face to face launch, noting travel and accommodation are a personal cost not covered by the program.
 - a. This criterion ensures that applicants are prepared to invest the necessary time and resources into their professional development. By stipulating attendance at weekly sessions and the face-to-face events, we set the conditions for a cohesive learning environment where participants can build relationships, engage in meaningful conversations, and collaborate effectively. Understanding that travel and accommodation costs are the responsibility of the participant further ensures that selected candidates are genuinely dedicated and fully informed.
3. The applicant must demonstrate a strong commitment to general practice and the RACGP, including both their contributions to date and their future aspirations for advancing the profession and the College.
 - a. This criterion emphasises the importance of sustained engagement and leadership within general practice and the RACGP. By assessing both past and future commitment, the RACGP can identify candidates who have actively contributed to the profession, the College, and their communities, while also demonstrating a clear intention to continue shaping the future of general practice. This ensures participants are invested in the ongoing success of the profession and are well positioned to apply their leadership development to support the strategic priorities of the RACGP and the broader general practice sector.
4. Applicants must demonstrate a genuine interest in the program and the RACGP by articulating how their personal values align with the RACGP Vision and Mission, their long-term career goals within the RACGP, and how they envision contributing to General Practice more broadly in the future.
 - a. This criterion assesses the alignment between the applicants' values and the mission of the RACGP, ensuring that selected candidates are not only qualified but also committed to the College's objectives. Encouraging candidates to articulate their long-term career aspirations and how the program supports these goals, gives a sense of the candidate's vision for the future and how the College fits within this. Additionally, understanding how candidates plan to contribute to general practice more broadly allows the selection committee to identify individuals who are passionate about advancing the profession and improving community health outcomes more broadly.
5. The applicant demonstrates clear communication and influence – assessed across all written responses submitted within the application.
 - a. This criterion assesses an applicant's ability to communicate ideas clearly, logically, and persuasively. Effective leaders must be able to articulate their views, engage stakeholders, and influence outcomes across a range of settings. Assessment will focus on the clarity, structure, and effectiveness of an applicant's responses rather than writing style, grammar, or English language proficiency.

Desirable / non-essential criteria:

1. The applicant has experience in diverse clinical settings, e.g. rural, hospital, etc.
 - a. Candidates with varied experiences generally have enhanced adaptability and problem-solving skills, which are essential for effective leadership. By selecting a cohort with diverse backgrounds, the program can benefit from a rich exchange of ideas and strategies, ultimately contributing to more comprehensive approaches to patient care and greater peer learning opportunities.
2. The applicant has evidence of participation in further leadership or management education.
 - a. Applicants who have pursued additional education in these areas demonstrate a proactive commitment to enhancing their capabilities and preparing for leadership roles. Such education can provide tools for effective decision-making, team management, and strategic planning strengthening the conversation and peer learning during the program.
 - b. Conversely, applicants with significant external education may not benefit from the program so knowing the applicant's further education level is essential.
3. The applicant has demonstrated commitment to teaching and mentoring colleagues or trainees, fostering the development of others.
 - a. This criterion seeks to identify candidates who are already actively investing in the education and support of their colleagues and trainees. This demonstrates a willingness to develop others – an essential leadership trait.
4. The applicant has demonstrated engagement in advocacy for patient care or health policy issues.
 - a. This criterion identifies applicants who are actively involved in promoting health equity, influencing policy decisions, and championing initiatives that benefit patient outcomes. A working knowledge of the challenges currently faced by the College, and the wider community health care, is vital for our future leaders.

Application / selection process timeline

August

- Applications are open for the entire month.
- Selection panels are appointed.

September / October

- Applicants who do not meet the eligibility criteria or who have not addressed the essential selection criteria are removed.
- Each member of the FLP Selection Panel receives a copy of the applications and independently rates the applicants, including comments prior to the panel meeting.
- The FLP Selection Panel convenes to discuss their individual recommendations and choose the 30 applicants that will be offered positions.

November

- The Program Lead and Program Convenor will conduct video interviews with selected candidates as the final step of selection.
- The Program Lead contact successful applicants and arrange a further video call to discuss next steps.
- The Program Lead will provide written feedback to unsuccessful applicants, where requested.