SENIOR LEADER IN ADVANCED THERAPIES

A leader within an organisation who has senior management responsibilities, formal governance and/or director responsibilities.

Level 7 occupational competence (at end of programme)

24-30 months duration, depending on prior experience/learning

£18,000 maximum funding available from Apprenticeship Levy

Targeted at developing identified senior leaders within the business to develop strategic & governance responsibilities

Occupation Summary:

A leader is someone who has senior management responsibility, and this can include formal governance/director responsibilities. They are responsible for direction and vision, providing a clear sense of purpose and driving strategic intent. They take into account market trends and environmental influences, identifying longer-term opportunities and risks. Through inclusive leadership, they are responsible for developing ethical, innovative and supportive cultures with the ability to deliver results. They are a role model, with responsibility for those in senior positions/significant organisational budgets.

Occupational Profile: Professional strategic leaders in the private, public or third sector and all sizes of organisation, who lead, manage and direct organisations. Specific job roles may include: Senior Leader, Section Leader, Executive, Director, Chief Operating Officer, Chief Financial Officer, Chief Executive Officer, Chief Information Officer, senior military officer, HE Registrar and Head of Department/Faculty.

Training Provider Analysis:

This is a relatively new apprenticeship standard used widely across sectors.

Training provider analysis identified a number of potential organisations that deliver a Level 7 Senior Leadership apprenticeship. An MBA is incorporated as part of the knowledge element of some deliveries.

The Advanced Therapies Apprenticeship Community selected the Open University as the lead provider for this standard as an established training provider leading blended learning for senior leadership. An MBA is included as the technical qualification and a significant proportion of candidates are from the healthcare sector.

Knowledge

- Knowledge of organisational dynamics and how to build high performing teams
- Understand large scale and organisational influencing & negotiation strategies
- Know how to shape organisational vision, culture and values
- Understand innovation, systems thinking and knowledge management
- Knowledge of ethics & values based leadership, regulatory environment, H&S
- Understands financial strategies inc. scenarios, modelling and identifying trends

Skills

- Use of horizon scanning to deliver performance strategies, undertaking research
- Initiates and leads change, creates environment for creativity
- Challenges strategies and operations in terms of ethics and corporate responsibility
- Oversees financial strategies & management, allocation of resources and contracts
- Uses personal presences to articulate and engage in operational strategies
- Enables an open and high performance working environment
- Manages complex relationships across multiple and diverse stakeholders

Behaviours

- Has high level of self-awareness, emotional and social intelligence
- Takes personal accountability aligned to clear values
- Is confident and brave, willing to innovate, seeks new ideas & contingencies
- Engaging with all – leads by example
- Reflects on own performance and demonstrates professional standards

Entry requirements:

- Individual employers will set the selection criteria for their Apprenticeships. At least 3 years previous management experience will be required.
- Apprentices without Level 2 English and maths will need to achieve this level prior to endpoint assessment.
- For those with an education, health and care plan, the English and maths minimum requirement is entry Level 3.

Progression Routes:

- At the end of the apprenticeship apprentices will have completed a Level 7, MBA qualification and have achieved the knowledge, skills and behaviours as set out in the standard.
- On completion, candidates can register as full members with the Chartered Management Institute and/or the Institute of Leadership & Management, and can apply for Chartered Manager status through the CMI.

Is this an apprenticeship standard to develop leadership talent within your organisation to become the next generation of senior leaders?