**BMJ Leader**

**We are expanding our Editorial Team: Associate Editor Vacancies at BMJ Leader**

*BMJ Leader*, published by BMJ and co-owned with the Faculty of Medical Leadership and Management, seeks to expand its editorial team.

Applications are open for those wishing to join the team as an Associate Editor; further information on the role can be found below.

*BMJ Leader* is an international, peer-reviewed, online-only journal focusing on leadership in health and care. Our overarching purpose is to improve the results and experience delivered by health and care systems for their patients, populations and workforces. To deliver on this purpose, we help to build better leaders – people who are rounded, resilient and equipped with effective leadership skills and knowledge. Just as importantly, we nurture a community of leaders by improving connectivity and encouraging debate.

*BMJ Leader* showcases original research and reviews, interpretations of the evidence base, and reflections and debate by practitioners on the key themes of leadership. It is the place to find and contribute evidence, reflection, and discussion on the many disciplines that drive leadership in health and care. The journal has been creative in developing publication types and substantive areas of focus that can help it remain fresh and relevant to a diverse community of clinicians, managers, and researchers interested in leadership in health and care. Further information about the journal can be found on the [BMJ Leader website](#).

Applications are welcomed from not only from researchers with significant academic track records in relevant areas. Many members of our editorial team are primarily practitioners (rather than researchers), and we want BMJ Leader to be ever-more relevant to leaders grappling with real-life challenges. We actively seek diversity on multiple fronts, including race, ethnicity, gender, professional background, and nationality.

In particular, **we are looking for applicants with interests in the following specialty leadership areas and regions in Healthcare Leadership and Management.** Each is of strategic focus for BMJ Leader and we are looking for an AE to steward development and progression of the area, in conjunction with colleagues:

- **Kindness and Human Connection:** The recognition that kindness and human connection are central to high quality, efficient health care delivery both for patients and staff
- **Sustainability:** The relevance of leadership to addressing climate and sustainability challenges to which healthcare is a significant contributor
- **The shift from Volume to Value:** Today’s measurement, payment, and wider incentive systems often reward units of activity or production rather than health gain for patients and populations. Leaders play a central role in shaping the context and management systems
- **Healthcare management and leadership development in African countries:** Highly diverse, and as the fastest-growing continent both demographically and economically and with a set of particular health challenges, we plan a focus on health leadership across Africa.

**Role of the Associate Editor:**

1. You will become part of a team stewarding the journal’s strategic focus, policies, and day-to-day delivery. Ideas for innovation – for example, new content or sections or new ways to communicate – are welcomed.
2. Working with the editors-in-chief, you will be responsible for handling submitted articles and making recommendations on them, taking them through the peer review process, including
3. You will be encouraged and have the freedom to take ownership and lead initiatives (e.g., developing BMJ Leader’s approach and contribution in areas of focus (including those above), developing our publication types and non-written content) that will help the journal better fulfil its mission.

4. You should act as an ambassador for BMJ Leader, stimulating and promoting interest in the Journal with your colleagues and others, for example, at meetings and conferences and in social media.

All editors juggle their editor role around their existing day-jobs. We recognise this and do all we can to enable people to input flexibly and at times to suit them. The basic fixed commitment is attending one one-hour online team meeting per month, and 0.5-1 day’s equivalent journal work per month, timed flexibly to suit you. A modest honorarium is paid annually.

To apply, please send your CV and covering letter (maximum one side of paper) to Morag Thompson, Publishing Assistant, at mthompson@bmj.com. In your letter please highlight why you would like to join the editorial team and what you think you would bring to it. Please also briefly set out the areas in which you think the journal should develop, why and how.

The deadline for applications is midday GMT on 15th March 2024.

For further information please contact Morag or either of the editors in chief: j.mountford@ggeedu.com or amit.nigam.1@city.ac.uk.