

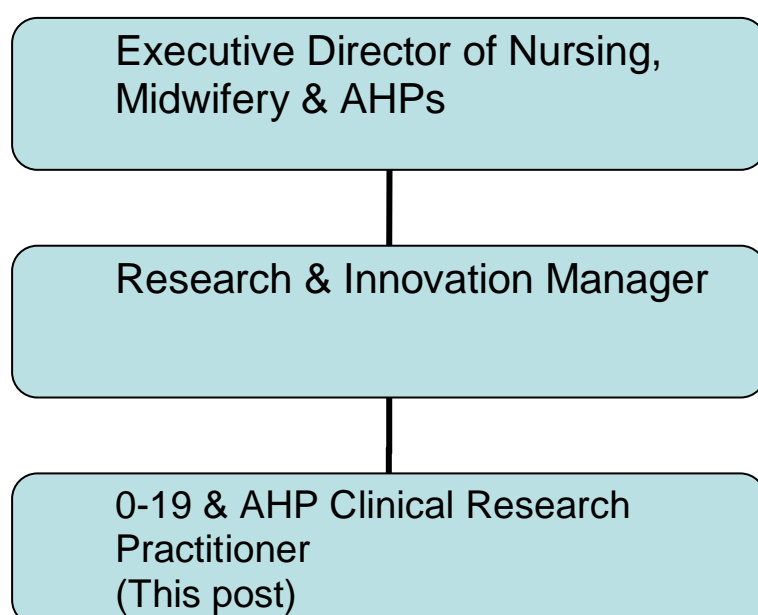
1. JOB DETAILS	
Job title:	0-19 & AHP Clinical Research Practitioner
Accountable to:	Executive Director for Nursing, Midwifery & AHPs
Managerially (if required)	Research Matron/Research and Innovation Manager
Professionally (If required)	Research matron / research and Innovation Manager
Agenda for Change Band:	7
Fixed term post: (delete if not applicable)	12 months
Location:	Harrogate. Base: Research Innovation Hub, Grimbold Way, Knaresborough.
2. JOB SUMMARY (A brief description of the main purpose of the post)	
<p>The post holder will work with the corporate research and innovation team in managing and coordinating research activity within the 0-19 and AHP professions across Harrogate & District NHS Foundation Trust. Working under the direction of the research and Innovation Manager, they will be responsible for leading the 0-19 trust staff and AHPs in the development of a training and education programme to support staff involved in research projects. The post holder will be required to possess a clear overview strategically and operationally to assist in the growth of research across the 0-19 and AHP workforce area within Health and Social Care.</p> <ul style="list-style-type: none"> • To support research education and foster a culture of evidence based practice, research and personal development. • Through effective leadership & role modelling, be able to inspire, motivate & empower others. Offer professional guidance and support to clinical staff. • To work collaboratively with colleagues in health, social care, local authority and other agencies. • To ensure the efficient and effective use of resources available within the team. • To work with other members of the team in the development of the service. • To ensure Clinical Governance is integral to service delivery within the specialty area. • To represent the 0-19 and AHP professions regionally regarding research • To contribute to the Research and Innovation Department strategic aims <p>We would accept applicants on a secondment for this role, providing they have approval of their current line manager.</p>	
3. ROLE OF DEPARTMENT (The function of the department in which the post holder works)	
<p>Harrogate and District NHS Foundation Trust (HDFT) provides a wide range of services to the population of Harrogate and its surrounding district. The resident population served is approximately 200,000 and the hospital has approximately 300 beds.</p> <p>HDFT is a partner organisation in the Yorkshire and Humber Clinical Research Network (YH</p>	

CRN) is committed to supporting research activity as part of the service it provides. In addition, as an NHS organisation, it aims to ensure that as many patients and staff as possible have the opportunity to take part in research. To deliver research activity HDFT has an established Research and Innovation department which sits in the Corporate Services directorate. The Research department receives funding from the National Institute of Health Research (NIHR) via the regional clinical research network host for the delivery of research activity.

The Research department is led by the Associate Medical Director (AMD) for Research and Innovation and is managed by the R&I Manager. Delivery of research is supported by the departments of Finance, Pharmacy, Pathology and Radiology.

4. ORGANISATIONAL CHART

(Including in diagrammatic form to whom the post is responsible to and any posts which are responsible to the post holder)



5. KEY WORKING RELATIONSHIPS

(The range of individuals and organisations the post holder has contact with, how regularly and for what purpose)

AHP Leadership – Executive Director for Nursing, Midwifery & AHPs and Trust AHP Strategic Lead
 Associate Medical Director for Research & Innovation
 Research & Innovation Manager / Matron and Team
 0-19 / community Associate nursing director
 AHP Professional Leads
 Clinical Leads
 Consultant and Medical Colleagues
 External Research Groups & Colleagues
 Research delivery team
 Local universities and funders

6. DUTIES AND RESPONSIBILITIES OF THE POST

Leadership and Management

- Acting as a role model, employ professional behaviours that encourages and coaches 0-19 and AHP staff to challenge their current competencies, whilst seeking opportunities to enhance their roles.
- Proactively maintain and foster clear lines of communication between the clinical Staff and the research and innovation team.
- Arrange and chair quarterly Clinical AHP research meetings, provide performance Data ensuring agreed actions are minuted and reviewed.
- To establish lines of communication with the multidisciplinary team to promote and oversee the appropriate referral and recruitment of patients to research within the Trusts for which the post holder has a designated responsibility.
- To establish and maintain excellent working relationships and effective communication channels with other Health Care Professionals at HDFT and with the research team.
- Liaise with various groups and individuals; such as Investigators, Sponsors, Funders, Industry Leads, Universities, Managers and Research in both primary and secondary care settings.
- To establish and maintain good channels of communication with other Networks, Hospitals and Trusts, non-commercial organisations and sponsors.
- Represent the Trust at internal and external meetings and conferences as required.
- To work independently and autonomously without direct supervision.
- Take an active role in service developments through the use of peer review, audit, evaluation of outcome measures etc.
- To recommend changes/improvements to the service as required.
- To communicate complex information to both other staff/patients/relatives, taking action to make improvements where indicated.
- Proactively engage and implement any recommendations from findings of patient and carer surveys and national reports linked to clinical care and patient safety.
- Actively encourage staff to take part in staff surveys. Proactively engage and undertake any recommendations from findings of staff surveys

Research, Education and Development

- To deliver and support clinical research within the 0-19 workforce and clinical AHPs and the wider organization.
- To support both the 0-19 workforce and clinical AHPs across directorates and individuals to embed an active Research culture.
- To provide highly expert research leadership for 0-19 staff and clinical AHPs.
- To cascade and share complex information, updates and opportunities related to clinical Executive Director of Nursing, Midwifery & AHPs, Trust AHP Strategic Lead, AHP Clinical Research Lead (this post). Research and clinical academic schemes with colleagues.
- To provide a monthly research update to the Trust AHP Professional Leads and Research & Innovation manager.
- Be willing to dedicate time to promoting clinical research and clinical academic schemes across clinical services and to be the lead for training & education to 0-19 and AHPs in research methodology on a regular basis.
- To lead/chair the Clinical Therapy Research group and any other relevant groups.
- To provide a quarterly research update for the Trust R&I governance group.
- To use high levels of negotiation skills and to liaise with external sponsors as required.

- To employ high levels of analytical and judgmental skills to set the work plan, deliver key objectives/KPI's & priorities for the 0-19 workforce and AHP professions.

Clinical Governance, Quality and Standards

- To ensure high standards and continuity of care for research participants during the study and maintain lines of communication.
- To work closely with all members of the multi-disciplinary teams in which research activity is taking place.
- To be aware of clinical governance and clinical risk issues, reporting their concerns as per Trust policy
- To be involved in the monitoring of practice standards and the application of national guidelines and legislation relating to areas of research practice.
- To be involved with the setting and monitoring of local policies and guidelines relevant areas of research practice.
- To contribute to the management of complaints received by the team in line with the Trust Policy.
- Further develop networks locally, regionally and more nationally to learn from best practice.

7. WORK SETTING AND REVIEW

(Who is responsible for setting and reviewing the work, the extent to which the post holder works unsupervised, and the extent to which they are free to act without direct reference to a more senior person)

The post holder will be autonomous and able to work unsupervised. They will be supported in setting objectives, a programme of work and training/development plan, in conjunction with the Research and Innovation Team Manager.

8. JOB DESCRIPTION AGREEMENT

Post holder's signature

Date

Line Manager's signature

Date

FACTOR	• <u>Essential</u>	• <u>Desirable</u>
Education/ Qualifications/ Training.	<ul style="list-style-type: none"> Registered with Health Professions Council or NMC BSc (Hons) or equivalent. Completed a range of post-grad training on relevant subjects some of which is at M-level. Professional Development Portfolio/Evidence Eligible for Full Membership of relevant Professional Network 	<ul style="list-style-type: none"> Completed or working towards a recognised post graduate qualification in relevant subject e.g. MSc. MRES qualification Previous experience working with NIHR or trust research dept. CRN Evidence of leadership or management qualification Mentor, coaching or teaching qualification
Experience.	<ul style="list-style-type: none"> Minimum of 5 years clinical experience. Solid base of experience in related areas – Clinical Academic/Research portfolio. Effective staff management. At least 2 years' experience of student/staff supervision. 	<ul style="list-style-type: none"> Previous Band 6/7 experience. Evidence of leading research projects/QI/Service developments. Previous education/training experience
Skills/aptitude.	<ul style="list-style-type: none"> Excellent communication/ interpersonal skills. Effective team worker. Demonstrates leadership qualities Advanced level of clinical research & reasoning skills commensurate with the grade. Presentation and teaching skills Excellent time management & organisation skills Intermediate level IT skills Assertive. Can work independently Critical appraisal skills 	<ul style="list-style-type: none"> Previous leadership role Regular user of IT.
Abilities/ Knowledge.	<ul style="list-style-type: none"> Able to motivate others. Able to manage staff & patients Knowledge of broader/ management issues:- <ul style="list-style-type: none"> - evidence based practice - quality - clinical governance 	<ul style="list-style-type: none"> Implemented aspects of broader healthcare issues:- <ul style="list-style-type: none"> - National Guidance - Professional guidelines - NICE - Research Good clinical practice - Research Governance frameworks - NIHR and CRN

	<ul style="list-style-type: none"> • Patient focused. • Able to work as an autonomous practitioner • Understanding of primary care. • Able to cope with unpredictable, competing demands for attention 	<ul style="list-style-type: none"> - Research application process on IRAS - HRA and research ethics
Attitudes	<ul style="list-style-type: none"> • Demonstrates positive professional behaviour. • Directs own continuous professional development • Committed and enthusiastic. • Reliable & trustworthy • Flexible. • Uses initiative. • Proactive and innovative • Challenges traditional roles /boundaries. 	
Others	<ul style="list-style-type: none"> • Satisfactory attendance record. • Assessed as medically fit for the post by Occupational Health • Able to frequently apply intense concentration • Able to carry out moderate to intense physical effort throughout the work period • Enhanced Disclosure Bureau Screening (DBS) • Satisfactory references • Legally entitled to work in UK 	<ul style="list-style-type: none"> • Member of relevant Special Interest or Clinical Interest Group.

PERSON SPECIFICATION AGREEMENT

Post holder

Date

Line Manager

Date