

Southampton Academy of Research (SoAR) Associate Director: Call for expressions of interest

University of Southampton NHS Foundation Trust (UHSFT) and University of Southampton (UoS) are inviting expressions of interest for the role of Southampton Academy of Research (SoAR) Associate Director with particular responsibility for nurses, midwives, allied health professions, pharmacists and health care scientists, hereafter referred to as the health professions (commonly referred to as NMAHPPs). We are, given expansion in SoAR's commitments, looking to appoint **two** individuals, anticipating that each individual will commit 0.2 WTE.

The Southampton Academy of Research launched in 2016 to ensure Southampton's healthcare research community grows and thrives through:

- building capacity and capability of our workforce through the coordination and provision of high-quality research training
- promoting a culture that encourages and enables individuals to develop research-related skills, knowledge and experience and apply these skills in practice to advance and improve patient care.

The Trust's new **Research for Impact** strategy seeks to create an environment where staff have the time and skills to take part in research. The SoAR team will play a considerable role in operationalising commitments in the new strategy around workforce development and culture. **Only thoughts were around thinking about the wider workforce research engagement piece in terms of how do we create opportunities? / Initiatives for all healthcare professions to engage at all levels with research.**

SoAR exists to inspire and support early career researchers in all health-related disciplines across the Southampton partnership, providing a focal point for research-related career development and training and a hub for Southampton's vibrant and inspiring health-related research community.

The partnership seeks to appoint **two** individuals to work with SoAR's Executive Director and Associate Director with responsibility for doctors and research scientists. These individuals will lead the development and delivery of implementation plans to realise the relevant strategic goals of UHSFT's Research for Impact strategy and contribute to the broader ambitions of the strategic partnership between the Trust and University. Post holders will contribute to development of opportunities and initiatives designed to facilitate engagement of our healthcare professional workforce in many and varied ways, recognising every role and every professional is important - whether they're leading research in their field of interest, a co-applicant or principal investigator for studies, advising sponsors or sites about the shape and feasibility of their research, or taking a leading and essential role in recruitment and delivery of studies.

Specifically, we wish to appoint two individuals employed by either UHSFT or University of Southampton, and an appreciation and passion for developing the research careers and contribution of nurses, midwives, allied health professions, pharmacists, and healthcare scientists. The portfolio of responsibility for each Associate Director will be negotiated on an annual basis, ensuring there is parity of activity and responsibilities across the two roles. These roles are being made available for 24 months in the first instance, potentially renewable.

The successful candidates will have leadership and management skills, a PhD and a track-record of involvement in activities designed to build health research capacity and capability.

Expressions of interest should be made through submission of a curriculum vitae (CV) and covering letter to Soar@uhs.nhs.uk. The covering letter should detail your reasons for applying, and what you would bring to the role. The deadline for submissions of expressions of interest is **Friday 19th May 2023**.

Expressions of interest will be shortlisted. A short interview will be scheduled via MS Teams for shortlisted applicants.

Contact Helen Down on h.down@soton.ac.uk to make an appointment to discuss this opportunity with **Professor Alison Richardson**, the Executive Director of SoAR

See Appendix 1 for Role descriptor and Person Specification.

Appendix 1 - Southampton Academy of Research (SoAR) Associate Director Role Descriptor and Person Specification

Role title:	Southampton Academy of Research (SoAR) Associate Director
Time commitment:	0.2 WTE
Role accountable to ¹ :	SoAR Executive Director UHS Director of R&D
Posts works closely with:	SoAR Associate Director with responsibility for doctors, research scientists and fellows, UoS Associate Dean for Research FoM, Deputy Head of School (Research) SoHS, R&D Head of Nursing & Health Professions, Chief Nurse and senior leaders of the health professions, Southampton BRC Academic Career Development Lead, ARC Wessex Academic Career Development Lead, Clinical Research Facility Director, Associate Medical Director of R&D, Southampton Centre for Research Impact and Engagement (SCRIE) team members, SoAR Office Manager and Administrator, R&D Finance and Grants team.
Posts responsible for:	None

Background
<p>World-leading healthcare research requires excellent researchers. There is a need to build capacity and capability of our workforce through the coordination and provision of high-quality research training and career development. This requires a culture that encourages and enables individuals to develop their careers and apply their skills within professional practice to advance patient care.</p> <p>University Hospital Southampton NHS Foundation Trust (UHSFT) and University of Southampton host significant NIHR infrastructure. Building on our experience, we are well placed to lead the development of an increasingly coordinated approach to research training embedded within a busy NHS Foundation Trust, collaborating with partners across Wessex and nationally with similar initiatives, working in the spirit of 'One NIHR'.</p> <p>Reflecting our commitment to career development SoAR established Associate Director roles to take responsibility for programmes of work focussed on building the Trust's research capacity and capability through education, training, and career development of our research workforce, under the guidance and oversight of SoAR's Executive Director.</p>
Vision
<p><i>UHSFTs ambition is to be a leading teaching hospital with a growing, reputable, and innovative research and development portfolio that attracts the best staff and efficiently delivers the best possible research, treatments and care for our patients.</i></p> <p><i>Establishing and sustain an environment where 'our staff excel, bringing tomorrow's world-class care closer to today'.</i></p>

¹ Line management arrangements for the substantive post held by the individual will remain unchanged

Key primary responsibilities	
1.	Provide leadership and management of SoAR's contribution to Trust' Research for Impact Strategy, under the oversight of, and support from, Executive Director
2.	Take responsibility for the design, delivery and evaluation of initiatives focussed on building research engagement and research capacity and capability of the Trust's health professions workforce.
3.	Together with SoAR's other Associate Director's and SoAR administrative team, and where relevant infrastructure academic career development leads, develop and deliver SoAR designed events and resources, for example the Spring/Autumn School, co-designed and delivered with NIHR ARC Wessex.
4.	Maintain and develop Southampton's reputation as a leading centre for health research talent management. Work with colleagues in SCRIE and SoAR administrative team to promote the research-related achievements of SoAR ECR aligned community.
5.	Attend, contribute to, and on occasion when delegated by the Executive Director, lead regular SoAR management meetings.
6.	Manage SoAR's group of early career researcher champions, providing support and encouragement to develop and deliver an annual plan of activities.
7.	In conjunction with the Executive Director work collaboratively with relevant University Associate Deans/Heads for Research and Education, Trust R&D Director, BRC, CRF and ARC academic career development leads and senior managers to address challenges to clinical academic career progression
8.	Together with the Executive Director advise the Trust on strategic direction for research training and education in context of national strategy and policy, representing in particular the career development needs of health professions pursuing, or wishing to pursue, a clinical academic career pathway.
9.	Manage development and delivery of relevant aspects of SoAR business plan and associated budget
10.	Work effectively with SoAR office manager and SoAR administrator to achieve an effective office function, providing day to day support and advice to team as required. Liaise with line manager of SoAR office staff to ensure a robust, timely and continuous administrative function is provided.
11.	Oversee the budget, administration, monitoring and production of metrics relevant to work of SoAR in conjunction with other Associate Directors and R&D staff.
12.	On rotation with other Associate Directors attend Joint Executive Group - Research to present reports (written and verbal) to report on progress against implementation plan and budget position for SoAR
13.	Promote SoAR through public speaking, public engagement, and networking.

Key primary responsibilities

14. Contribute to the integrated approach to research governance and management upholding standards of research governance through facilitating training and education opportunities.

PERSON SPECIFICATION

Criteria	Essential	Desirable
Qualifications, knowledge and experience	<p>PhD or equivalent professional qualifications and experience in health research</p> <p>Detailed knowledge of health research</p> <p>A record of excellence in teaching and learning activities in health research</p> <p>Record of capacity building in research through championing, supporting and mentoring individuals and programmes</p>	<p>Membership of national or international advisory bodies learned societies</p> <p>Involvement in national and international academies of science and organisations</p> <p>Membership of national committees that manage fellowship schemes, training and career development initiatives</p> <p>Experience of career mentoring</p>
Planning/Leadership and organising	<p>Proven ability to champion and lead research capability and capacity building activities, grants and awards</p> <p>Proven leadership ability in University, NHS and other settings</p>	<p>Qualification in leadership</p>
Problem solving and initiative	<p>Proven ability to implement successful change management initiatives and formulate plans that reflect and support the priority needs of SoAR, NHS, University, UHS/UoS research partnership and other local stakeholders.</p>	
Management and teamwork	<p>Proven ability to oversee people and resource management processes in order to deliver key activities.</p> <p>Proven ability to make contribution to leadership at a senior level.</p> <p>Proven ability to demonstrate leadership abilities in multiple settings and to raise performance standards through own work areas.</p> <p>Proven ability to recognise and deal with obstacles and difficulties so a team can deliver.</p>	
Communicating and influencing	<p>Proven ability to establish and build relationships with stakeholders.</p> <p>Able to contribute to the development of the UHS/UoS partnership profile.</p> <p>Proven ability to use influence to develop strategies and plan.</p>	
Other skills and behaviours	<p>Compliance with relevant Health & Safety issues</p> <p>Positive attitude to colleagues and students</p>	

Special requirements	Able to attend regional and national meetings if required The post holder must hold a substantive appointment at either UHSFT or UoS. If the contract is with UoS they will either have, or be willing to make an application for an honorary contract with UHSFT.	
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