

Southampton Academy of Research (SoAR)

Academic Career Development Lead for Nurses, Midwives and Allied Health Professionals (NMAHPs) & Healthcare Scientist (HCS) Research Fellows

Role Descriptor and Person Specification

ROLE DESCRIPTOR

Role title:	Academic Career Development Lead for Nurses, Midwives and Allied Health Professionals & Healthcare Scientist Research Fellows
Time commitment:	7.5 hours per week. Fixed term for 12 months (with possibility of extension to 24 months)
Role accountable to ¹ :	SoAR Executive Director UHS Director of R&D UHS Clinical Director of R&D
Posts works closely with:	SoAR co-Associate Directors, UHS Directors of Education and Medical Education, UoS Associate Dean for Research FoM and Deputy Head of School (Research) SoHS, relevant Graduate School Directors, BRC Director and Academic Career Development Leads, ARC Director and Academic Career Development Lead, Clinical Research Facility Director, Wessex CRN Director, Chief Operating Officer and Training Leads, Director Research Design Service, members of SoAR Operational Management Group, R&D Steering Group.
Posts responsible for:	Research delivery (all non-medical clinical research fellows)

Background
<p>World-leading healthcare research requires excellent researchers. There is a need to build the capacity and capability of our workforce through the coordination and provision of high quality research training. This requires a culture that encourages and enables those individuals to develop their careers and apply their skills within their clinical practice to advance patient care.</p> <p>University Hospital Southampton NHS Foundation Trust and the University of Southampton host significant NIHR infrastructure and have a strong track record of developing trainees. 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 on our commitment to career development, SoAR has developed the NMAHPs and HCS Academic Career Development Lead role to help build the partnership’s leadership capability with respect to education,</p>

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

<p>training and career development of our research workforce under the guidance and oversight of SoAR's Executive Director.</p> <p>Our team is expanding and we are looking for an individual to lead on the development and growth in opportunities for NMAHPs & HCS to assume clinical research fellow roles and support research delivery as a career opportunity.</p>
<p>R&D's Vision</p>
<p>Our vision for research is to work with our partners at the leading edge of healthcare, realising the research potential in all areas of our hospital for the benefit of our patients and staff.</p>
<p>SoAR's Vision</p>
<p>Our vision is to nurture the potential of our research workforce to drive the next generation of clinical discoveries, enabling them to advance knowledge and improve healthcare.</p>
<p>Key primary responsibilities</p>
<p>1. Provide leadership, mentorship and management of Non-Medical Clinical Research Fellows within R&D with oversight and support from R&D Director and Clinical Director.</p>
<p>2. Consider the shape and development of the UHS Clinical Research Fellows Programme in order to attract more NMAHP & HCS into these schemes and pathways.</p>
<p>3. Together with the Medical Clinical Research Fellows ACDL, oversee the CRN Fellows Programme application process for funding each financial year.</p>
<p>4. Contribute to the development of the CRN Fellows Programme in order to ensure that the needs of NMAHP & HCS are reflected and build a visible community of NMAHP & HCS fellows through this programme.</p>
<p>5. Together with the Medical Clinical Research Fellows ACDL oversee the R&D Research Fellows budget.</p>
<p>6. Be responsible, under the oversight of the Director of R&D and AMD for R&D for the strategic development of the UHS Research Fellows Programme.</p>
<p>7. Contribute to the organisation of the SoAR Induction and regular research fellow meetings.</p>
<p>8. Be responsible for the overall oversight of the research delivery activity of the non-medical CRN/R&D Clinical Research Fellows.</p>
<p>9. Work closely with the School of Health Sciences Deputy Head of School (Research), the Faculty of Medicine Associate Dean of Research, the R&D Head of Nursing and Health Professions, and clinical academic training leads and relevant Graduate School Directors to achieve coordinated activity across the partnership that relates to career development of research-related staff</p>
<p>10. Maintain and develop Southampton's reputation as a leading centre for health research talent management</p>
<p>11. Together with the Executive Director offer advice to Trust and University on strategic direction for career development and research training in context of national strategy and policy, Trust and University strategic visions and operational structure, representing in particular the views of non-medical clinical academic staff/units engaged or wishing to engage in a clinical academic career.</p>
<p>12. Promote SoAR through public speaking, public engagement and networking.</p>
<p>13. Contribute to the integrated approach to research governance and management upholding standards of research governance through facilitating training and education opportunities.</p>

PERSON SPECIFICATION

Criteria	Essential	Desirable
Qualifications, knowledge and experience	Detailed knowledge of health research and research delivery within a non-medical specialty/profession	Experience of career mentoring A sustained record of excellence in teaching and learning activities in health research Sustained record of capacity building in research through championing, supporting and mentoring individuals and programmes
Planning/Leadership and organising	Proven leadership ability in University, NHS and other settings	Qualification in leadership Proven ability to champion and lead research and capacity building activities, grants, awards and/or contracts
Problem solving and initiative	Proven ability to implement successful change management initiatives and formulate plans that reflect and support the priority needs of SoAR, NIHR, NHS, University, UHS/UoS clinical research partnership and other local stakeholders.	
Management and teamwork	Proven ability to oversee people and resource management processes in order to deliver key activities. Proven ability to make a sustained contribution to leadership at a senior level. Proven ability to demonstrate leadership abilities in multiple settings and to raise performance standards through own work areas. Proven ability to recognise and deal with obstacles and difficulties so the team can deliver.	
Communicating and influencing	Proven ability to establish and build relationships with stakeholders. Proven ability to act as a key figurehead for activities that cross organisational boundaries Able to contribute to the development of the UHS/UoS partnerships profile. Proven ability to use influence to develop positions or strategies.	
Other skills and behaviours	Compliance with relevant Health & Safety issues Positive attitude to colleagues and students	