

Southampton Academy of Research (SoAR) Research Leaders Programme (RLP) Deputy Lead: 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) Research Leaders Programme (RLP) Deputy Lead.

This opportunity is open to all healthcare professionals working within UHSFT and/or UoS, with the successful individual being asked to commit 0.2 WTE for 2 years in the first instance, extended subject to review.

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 their careers and apply their skills within their professional practice to advance patient care.

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 Research Leaders Programme (RLP) was established in 2020 following a significant investment from UHSFT Board. The programme offers substantively employed healthcare professionals the opportunity to apply for protected time and participate in the Launchpad to Leadership programme in order to progress career goals, making a substantial contribution to the Trust achieving its strategic research goals.

Due to a vacancy arising within the team, we are now seeking to appoint an individual to work with SoAR's Executive Director and RLP Programme Lead, alongside the RLP team (that includes a Researcher Developer, RLP programme administrator and Facilitator) and the wider SoAR team.

This individual will be expected to support the delivery of the RLP, including oversight of an annual application and award processes, onboarding successive cohorts, contributing to Launchpad2Leadership cohort events and RLP Award Holders learning and development needs scoping reviews and review meetings.

The successful candidate will have leadership and management skills 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 an 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 26th May 2023 at 17:00hrs**.

Expressions of interest will be shortlisted. A short interview (Face to Face) will be scheduled for shortlisted applicants and will take place on **Friday 9th June from 13:00hrs**.

Please Contact Audrey Dooks at Audrey.dooks@uhs.nhs.uk to make an appointment to discuss this opportunity with **Dr Kristin Veighey, Associate Director, Southampton Academy of Research**.

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) Research Leader Programme Deputy Lead
Time commitment:	0.2 WTE
Role accountable to ¹ :	SoAR Executive Director SoAR RLP Programme Lead UHS Director of R&D
Posts works closely with:	SoAR Associate Directors, RLP researcher developer, RLP facilitator, Divisional R&D Leads, Southampton BRC Academic Career Development Lead, ARC Wessex Academic Career Development Lead, Associate Medical Director of R&D, Southampton Centre for Research Impact and Engagement (SCRIE) team members, SoAR Office Manager and Research Leaders Programme Support Officer, SoAR 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>The Research Leaders Programme was established following a significant investment by UHSFT Trust Board, and open to all substantively employed healthcare professionals at UHSFT. The scheme is in the process of onboarding its' third cohort of award holders and requires a Deputy Programme Lead to contribute to management of the cohort, provide support to the award holders, and sustain the Launchpad2Leadership programme.</p>
Vision
<p>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.</p> <p>Establishing and sustain an environment where 'our staff excel, bringing tomorrow's world-class care closer to today'.</p>

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

Key primary responsibilities	% Time
1. Contribute to the leadership and management of the RLP, working with the RLP Programme Lead, under the oversight of, and support from, SoAR Executive Director.	
2. Participate actively in the awards process, including meeting prospective applicants, screening applications for eligibility, reviewing applications and participating in the RLP award panel.	
3. Assist the RLP Lead and team with the activities and processes needed to onboard new cohorts, including initial individual learning and development needs scoping reviews, progression reviews, and other meetings with award holders and research advisors as required.	
4. Attend Launchpad2Leadership meetings, working with the facilitator to deliver an effective meeting. The Launchpad 2 Leadership programme is co-delivered by the team, with either the Lead or Deputy Lead being required to attend each meeting, alongside the facilitator.	
5. Work with the RLP team to capture metrics relating to the return on investment associated with the RLP programme and develop the case for sustainability.	
6. Work with colleagues in Southampton Centre for Research Impact & Engagement (SCRIE) and SoAR administration team to promote the research-related achievements of RLP awardees.	
7. Attend, contribute to, and on occasion when delegated by the RLP Programme Lead, lead regular RLP Management meetings.	
8. In conjunction with the RLP Programme Lead and 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.	
9. Together with the RLP Programme Lead and Executive Director advise the Trust on strategic direction for research training and education in context of national strategy and policy representing, career development needs of the health professions pursuing, or wishing to pursue, a clinical academic career pathway.	
10. Manage development and delivery of relevant aspects of RLP business plan and associated budget, as directed by RLP Programme Lead.	
11. Work effectively with SoAR Office Manager, RLP Project 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.	
12. Oversee the budget, administration, monitoring and production of metrics relevant to work of SoAR, specifically relating to the RLP in conjunction with other Associate Directors and R&D staff.	
13. Promote SoAR through public speaking, public engagement, and networking.	
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>A registered Healthcare professional with Knowledge and experience of health research, acting in capacity of principal and/or investigator.</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>PhD, MPhil, or MD</p> <p>Membership of national advisory bodies learned societies.</p> <p>Involvement in national 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> <p>Experience of working with colleagues at University of Southampton.</p>
Planning/Leadership and organising	<p>Proven ability to champion and lead research capability and capacity building activities.</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 work as part of a team in order to deliver activities to a high standard.</p> <p>Proven ability to make a contribution to leadership at a senior level.</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 partnerships 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	<p>Able to attend regional and national meetings if required.</p> <p>The post holder must hold a substantive appointment at either UHSFT.</p>	