

# Clinical Academic Programme Lead - Nursing and Allied Health Professional Research

<b>Job title</b>	<b>Clinical Academic Programme Lead – Nursing and Allied Health Professional Research</b>
<b>Directorate</b>	<b>The post sits within the ORCHID team which is part of the Directorate of Nursing and Patient Experience. The post is funded by the GOSH Biomedical Research Centre, part of the Directorate of Research and Innovation.</b>
<b>Responsible to</b>	<b>Director of Research Nursing and Allied Health/Professor of Child Health and Cancer Care Deputy Director of Research and Innovation</b>
<b>Accountable to</b>	<b>BRC Director and BRC Experimental Medicine Academy Theme Leads</b>
<b>Type of contract</b>	<b>Fixed Term until 31 March 2022</b>
<b>Hours per week</b>	<b>0.5 FTE (18.75 hours/week)</b>
<b>Location</b>	<b>ORCHID</b>
<b>Budgetary responsibility</b>	<b>Yes - Delegated budget responsibility for BRC Nursing and Allied Health Professional Training budget</b>
<b>Manages</b>	<b>N/A</b>

## Profile of the GOSH Biomedical Research Centre (BRC)

GOSH and ICH were first awarded BRC status by the NIHR in 2007. In 2016, the GOSH BRC secured £37 million to take it into its third term, which will run from April 2017 to March 2022.

The BRC is embedded within the GOSH Division of Research and Innovation and is jointly awarded by NIHR to Great Ormond Street Hospital Trust and its academic partners at University College London, principally the UCL Great Ormond Street Institute of Child Health, which is part of University College London. The BRC also has close ties with the NIHR funded Clinical Research Facility at GOSH. It works in collaboration with the professional support services in GOSH, ICH and the wider UCL. It also works with IP advisors including UCL Business. The BRC integrates experimental preclinical and clinical research with a clear focus on early translation. It has four main themes: Gene, Stem and Cellular Therapies; Genomics and Systems Medicine; Novel Therapies and their translation into childhood diseases; and Advanced Treatments for Structural

Malformation and Tissue Damage. These are complemented by four cross-cutting themes: GOSH Rare Disease Cohorts; the BRC Experimental Medicine Academy; CRF high-end inpatient trials; and the Translational Research and Enterprise Accelerator. The BRC is characterized by these themes and their national and international outreach.

The funding enables basic scientific discoveries made in laboratories to be translated into 'first in man' or 'first in child' clinical studies. Our research aims to accelerate discoveries in childhood rare diseases and to develop new diagnostics, imaging techniques and treatments, including cellular and gene therapies. The development of device technology is also encouraged.

The GOSH BRC is ideally positioned to deliver this, as GOSH is the largest recipient of nationally commissioned NHS services in the UK.

This post will be funded by the GOSH BRC as part of the Experimental Medicine Academy cross cutting theme. It will be based within the Centre for Outcomes and Experience Research in Children's Health (ORCHID):

**Profile of the Centre for Outcomes and Experience Research in Children's Health (ORCHID):**

ORCHID is a dedicated research unit based within the Directorate of Nursing and Patient Experience at Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH). The Centre is led by Professor Faith Gibson, Director of Research Nursing and Allied Health, who holds a joint appointment with the University of Surrey. In addition, the team comprises Senior Research Fellows from different professional backgrounds (Nursing, Psychology, Speech and Language). The main focus of the work of ORCHID is to improve the health, well-being and the lives of children, young people, and their families through a user-focused, multi-professional and integrated programme of research. The research team in ORCHID are engaged in both qualitative and quantitative research, and are involved in many multidisciplinary collaborations. As a team of researchers and clinical academics with nursing/Allied Health backgrounds they have a role in:

1. Leading and delivering research that influences the care of children and young people from a wide range of clinical specialties at GOSH, throughout the UK and beyond through multi-site collaborations.
2. Delivering a responsive clinical academic careers programme of education and support specifically for Nurses and Allied Health Professionals (AHPs) undertaking research related activities to build an evidence base for practice and influence leadership.
3. Promoting multi-professional research, education, and support to nurses and AHPs across the Trust in line with our Research Hospital Strategy.

**GOSH profile**

Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH) is a national centre of excellence in the provision of specialist children's health care, currently delivering the widest range of specialist care of any children's hospital in the UK. It is the only specialist Biomedical Research Centre for paediatrics, the largest centre in the UK for children with heart or brain problems, and the largest centre in Europe for children with cancer. It works in partnership with the UCL Institute of Child Health (ICH), part of University College London, and together they form the largest paediatric research and teaching centre in the UK.

The hospital at Great Ormond Street is the only exclusively specialist children's hospital in the UK. It does not have an Accident and Emergency department and only accepts specialist referrals from other hospitals

and community services. The population of children served by the hospital is characterised by those with multiple disabilities and/or health problems and rare and congenital (present at birth) conditions. Many children need the help of different specialist teams. Improvements in health care and diagnosis mean that many children have dramatically improved survival rates and more therapeutic options than was the case 10 years ago. Sadly though, many of the children cared for at GOSH still have life threatening or life-limiting conditions.

The hospital receives over 255,000 patient visits (inpatient admissions or outpatient appointments) a year, and carries out approximately 18,800 operations each year. The hospital has 383 patient beds, including 44 intensive care beds (21 CICU, 15 PICU and 8 NICU). Many of the children and young people on our wards require high dependency care or are classed as ward intensive care, requiring one-to-one nursing. Around 4,100 full-time and part-time staff work at the hospital. The ICH has around 600 staff. Many senior staff have roles in both organisations. The hospital has approximately 50 paediatric specialties, the widest range of any hospital in the UK, which uniquely enables it to diagnose and pioneer treatments for children with highly complex, rare or multiple conditions. It has 19 highly specialised national services.

### **Trust Values and Expected Behaviours**

Over 2,000 of our staff, patients and parents have developed a set of Values – Our Always Values. These are the values that should characterise all that we do and our behaviours with our patients and families and each other. Our Always Values are that we are:

Always Welcoming  
Always Helpful  
Always Expert  
Always One Team

These values are extremely important to us and we expect everyone who works at GOSH in any capacity, including employees, bank staff, contractors, agency staff, people who hold honorary contracts, students and volunteers to share and uphold Our Always Values. Each value is underpinned by behavioural standards and employees will be expected to display these behaviours at all times. You can find a full copy of Our Always Values on our intranet.

The Trust also expects that everyone who works here shall act in such a manner as to justify public trust and confidence and to uphold and enhance the good standing and reputation of Great Ormond Street Hospital for Children NHS Foundation Trust. Individuals must therefore at all times carry out their duties with due regard to the Trust's Equality at Work Policy.

### **Scope of the role**

The Clinical Academic Programme Lead will provide proactive leadership and management of the budget to deliver on an agenda that contributes to the University Hospital Association and Council of Deans for Health target of 1% qualified nurses, midwives and allied health professionals to be working within a clinical academic role by 2030. The post-holder will be accountable for the implementation and evaluation of this programme. There is an expectation that evaluation will be local, but also contributing to a Pan London and National agenda. Maintaining a profile locally, and nationally will be essential: the post-holder will be responsible for representing GOSH at local and national meetings, taking a lead on making visible the work at GOSH contributing to the bigger landscape of developing academic non-medical roles.

## Key working relationships

**Clinical:** Chief Nurse, Deputy Chief Nurse, NIHR 70@70 nurse, Heads of Nursing and Patient Experience, Consultant Nurses, Heads of Allied Healthcare Professions, Head of Nursing Clinical Research, Clinical Nurse Specialists, Advanced Clinical Practitioners, Director of Education

**BRC:** Director and Deputy Directors, Deputy Director of Operations, Experimental Medicine Academy Leads, Theme leads, Junior Faculty Leads, Researchers

**CRF:** Head of Clinical Research Facility, CRF Operations Manager, CRF Sisters

**R&D:** Director of R&D, Deputy Director of R&D, R&D Office staff, Research Network staff, Clinicians, nurses, AHPs and support staff involved in research within the Trust and the Institute of Child Health (ICH), Trial/study Sponsors

**UCL/ICH:** Research Programme leads

**Children/young people and their families:** Research study participants or members of advisory groups

## Main duties and responsibilities

Working closely with the Directorate of Research and Innovation, ORCHID, the Nursing and Patient Experience Directorate, Clinical Directorates and the BRC, the post holder will develop, implement and sustain a strategy that facilitates nurses and AHPs to pursue clinical academic careers at all levels across GOSH, particularly in experimental medicine and to achieve the goals of the GOSH BRC.

### Education:

- Manage and further develop internship schemes in line with BRC funding call protocols and BRC strategic research priorities which allow staff to backfill time in order to spend a protected period of time on research.
- Identify established professionals and those early in their career, who are ready and have the ability to undertake research training at Masters- and Doctorate- level and develop a clinical academic career, and support these staff to develop applications for NIHR fellowship grants including facilitation of advice from R&I and the NIHR Research Design Service, sharing knowledge of current nurse and AHP led research and arranging interview preparation.
- Maintain an author mentorship programme for GOSH staff, provide training where appropriate.
- Lead and contribute to the ORCHID portfolio of research education and training opportunities available to nurses and AHPs, and any other research training opportunities as required throughout the wider GOSH/BRC environment.
- Supervise post-graduate nurse and AHP students as appropriate.
- Plan and co-ordinate supervisory mentorship and career development programmes for studentship/fellowship post-holders.
- Use the resources available (e.g. BRC, ORCHID, Centre for Nursing and Midwifery Research (CNMR) at UCL as well as the NIHR Non-Medical Academic Training Advocates toolkit (<http://www.ccf.nihr.ac.uk/Pages/TrainingAdvocate.aspx>), to further progress the success of GOSH in facilitating staff to obtain fellowship external applications through the NIHR Clinical Academic Training programme and from other external funding bodies.
- Signpost nurses and AHPs to resources that will facilitate building individual academic career pathways.

- Increase opportunities for nurses and AHPs with no research experience to gain a brief introduction to research, either by developing a short course, building links with appropriate external courses, or identifying short work experience opportunities.

#### **Strategy:**

- Build research capacity and capability across the non-medical professionals at GOSH.
- Develop, implement, sustain and evaluate clinical academic career routes for nurses and AHPs in line with the NIHR Clinical Academic pathway, by being creative and maximising all opportunities, in addition to NIHR fellowship schemes.
- Provide clinical research advice and support to non-medical staff wishing to develop research proposals, those wishing to apply for studentship/fellowship funding, those wishing to undertake research projects and who wish to publish and present findings.
- Work with the ORCHID team of researchers, GOSH R&I and the BRC to sustain the Faculty of Clinical Academics within ORCHID.
- Identify potential tandem studies within the BRC and wider GOSH research portfolio, whereby nurses and AHPs could lead an independent project in parallel with an existing translational research study. Act as a link between Principal Investigators of existing studies and nurses and AHPs looking to lead research and support these staff to develop external funding applications.
- Provide Nursing/AHP representation on the BRC Junior Faculty Committee.
- Support the implementation of the Trust and ICH Research Strategies, including acting as a clinical research champion in support of the development of GOSH as a research hospital.
- Support the GOSH Strategy, Vision and Values.
- Ensure training opportunities are managed in line with ICH Athena Swan priorities.
- Lead as well as support others in creating a culture and environment that values, encourages and facilitates participation in research, for staff, patients and their families.

#### **Finance:**

- Manage the budget for the nursing and allied health professional element of the BRC Experimental Medicine Academy.

#### **Reporting:**

- Provide quarterly updates on progress as part of the BRC Experimental Medicine Academy report.
- Initiate and maintain a register of clinical academics at GOSH as part of the national mapping exercise of clinical academic roles to be undertaken by The Healthcare Professionals Clinical Academic Roles and Career Pathways Implementation Network (CARIN), : ensure this exercise is undertaken annually.

#### **External Visibility**

- Represent GOSH, be the network facilitator, and take a leadership role in the work of CARIN sharing this role with other members of ORCHID, to ensure GOSH 100% attendance and contribution to national strategy.
- Represent the Nursing/AHP clinical academic training programme at GOSH BRC public events and showcases, presenting updates where required or supporting nurses/AHPs to present their research ideas.
- Engage in external academic activities, be an ambassador for this programme of work and share widely developments and evidence that emerge as part of the many strands of work around GOSH as a research hospital.

**Other:**

- Maintain own development, continue to undertake and lead research that places the post holder in an excellent position to act as a credible role model for all elements of a clinical academic career.

**Note:** The duties described above reflect the present requirements of the post. As duties and responsibilities change and develop, the job description will be reviewed and may be subject to amendment in consultation with the post holder.

**Other information**

Great Ormond Street Hospital for Children NHS Foundation Trust is a dynamic organisation, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment.

**Confidentiality**

On appointment you may be given access to confidential information which must only be disclosed to parties entitled to receive it. Information obtained during the course of employment should not be used for any purpose other than that intended. Unauthorised disclosure of information is a disciplinary offence.

**Risk Management**

You will be required to ensure that you implement systems and procedures at a local level to fulfill the requirements of the organisation's Risk Management Strategy including local management and resolution of complaints and concerns, management of SUIs/incidents and near misses. Your specific responsibility for risk management will be clarified to you by your manager at your local induction.

**Emergency Planning**

In accordance with the organisations responsibilities under the Civil Contingencies Act 2004, you may be required to undertake alternative duties as is reasonable directed at alternative locations in the event of and for the duration of a significant internal incident, major incident or flu pandemic.

**Human Rights**

You are required to comply with the regulations of the Human Rights Act 1998 during the course of your employment.

**Sustainable Development**

You will be required to demonstrate a personal commitment to the Trust's Sustainable Development Plan and to take personal responsibility for carrying-out your work duties in a way which is compliant with this Plan.

# PERSON SPECIFICATION

*Evidence for suitability in the role will be measured via a mixture of application form, testing and interview*

Essential: **E** Desirable: **D**

## Our always values

E	Always welcoming – positive, polite, prompt, responsive
E	Always helpful – respectful, supportive, approachable; caring
E	Always expert – Up-to-date knowledge, strive to provide a quality service, proactive
E	Always one team – informative, mindful, appreciative, open, honest

## Skills and abilities

E	Ability to plan and shape the direction of an area of research, ensuring plans compliment broader research and education strategy.
E	Proven ability to develop, manage and complete innovative research proposals and attract research funding.
E	Able to contribute to the development of research strategy within GOSH and UCL ICH
E	Able to monitor and manage staff/ resources and budgets.
E	Proven ability to coach, mentor, manage, motivate, advise, support and co-ordinate individuals wanting to develop a research career.
E	Work effectively in a team, understanding the strengths and weaknesses or others to help teamwork development.

## Education, training and qualifications

E	PhD or equivalent professional qualifications and experience in relevant subject area.
E	Expert practitioner in development and delivery of research undertaken by nurses and AHPs. Knowledge of more specific relevant subject area.
E	Evidence of achievement and on-going personal and professional development.
E/D	Evidence of advanced leadership and influencing skills.

## Knowledge & Experience

E/D	Will be expected to have and maintain a personal research portfolio of national and international standing.
E/D	Track record of developing research proposals and attracting research funds and established national and international reputation in subject area.
E	Track record of presenting research results at group meetings and national and international conferences, professional and lay.
E	Experience of supervising research students
E	Experience of involvement in research undertaken by nurses and AHPs across specialities.
E	Evidence of highly developed written and presentational skills. Experience with ethical approval and research governance and R&D approval process.

