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| **Job Title** | |
| **Job Title:** | Research Associate : AHP Clinical Fellowship |
| **Reference No:** |  |
| **Reports to:** | Professor Yitka Graham |
| **Grade:** | E |
| **Working Hours:** | 1.5 days per week (fixed term contract) |
| **Faculty/Service:** | Health Sciences and Wellbeing |
| **Location:** | Helen McArdle Nursing and Care Research Institute |
| **Main Purpose of Role:** | The postholder will support the development and delivery of an externally funded research project evaluating a regional AHP Clinical Fellowship project. The postholder will oversee ethical approval processes, work with Professor Yitka Graham and stakeholders to carry out a longitudinal evaluation of the program, . The postholder will lead on the data collection and analysis and support the write up of findings, support the write up of the findings for publication. |
| **Key Responsibilities and Accountabilities:** | **Faculty Specific:**   * Leading on the ethical approval processes. * Lead on data collection, analysis and write up of evaluation * Develop a robust impact and dissemination plan * Support the write up of findings for publication   **Generic to all Research Associate roles:**   * Develop and implement a personal research plan and where appropriate related reach-out plan. * Conduct individual and collaborative research and assist with related reach-out projects. * Assist with the dissemination of research findings and reach-out activities through publication, presentation or exhibition. * Continually update knowledge and understanding in field or specialism. * Translate knowledge of advances in the subject area or professional practice into research activity. * Assist in the development of student research skills. |
| **Special Circumstances:** |  |

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| **Part 2A: Essential and Desirable Criteria** | |
|  | **Essential**  **Qualifications and Professional Memberships:** |
| * Educated to postgraduate degree level in a relevant discipline |
| **Knowledge and Experience:** |
| * Demonstrable experience of working with NHS partners * Knowledge of workforce issues with respect to Nursing, Midwifery and Allied Health Professionals in research * Experience of health research ethical approval processes * Solid knowledge and experience of qualitative research methodologies * Evidence of leading research projects to time and target * Experience of working with external stakeholders |
| **Desirable**   * Strong track record of peer-reviewed publications |
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| **Knowledge and Experience:**   * Project management skills |
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| **Part 2B: Key Competencies** | |
| **Competencies are assessed at the interview/selection testing stage** | **Analysis & Research**   * Gathers data rigorously and conducts robust analysis, questioning assumptions and existing knowledge * Develops hypotheses and concepts to explain data, events and phenomena * Reports findings to wider community and is able to withstand challenge by relying on evidence gathered and processes used for analysis |

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|  | **Communication**  **Oral Communication**   * Summarises and interprets complex, conceptual and special matters to aid others' understanding and aimed at their needs * Uses appropriate styles and arguments to influence and negotiate satisfactory outcomes * Monitors understanding of others, develops approach and takes corrective action if require   **Written Communication**   * Conveys information of a complex, conceptual and specialist nature using a range of styles and media selected to meet the needs of others * Presents complex information in formats appropriate to non-specialists without comprising meaning * Monitors the reactions of others and takes appropriate steps to remedy any miscommunications |
| **Decision Making Independent Decisions**   * Considers wider impact of decisions, assesses possible outcomes and their likelihood * Uses judgement to make decisions with limited or ambiguous data and takes account of multiple factors * Distinguishes between the need to make a decision, when to defer and when not to take a decision   **Collaborative Decisions**   * Helps others to explore options that initially appear to be inappropriate or unfeasible and recognise when a decision is or is not needed * Enables others to contribute to decisions * Ensures that options are weighed, outcomes identified, and chances of success considered * Challenges decisions, appropriately to ensure consideration and processes are robust   **Provision of Advice**   * Anticipates and highlights issues that need to be taken into account * Outlines possible impacting factors, assessing their degree of influence on the choice of options * Ensures previous learning is included |
| **Initiative & Problem Solving**   * Analyses problems to identify their cause * Takes action to prevent recurrence of problems * Considers possible solutions to identify those which offer wider benefits * Obtains evidence to support intuition |
| **Service Delivery**   * Has accurate and up to date knowledge of services available in own and related areas of work * Correctly refers customers elsewhere |

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|  | * Ensures that the experience of each customer is positive and satisfactory |
| **Teamwork & Motivation**   * Helps to clarify priorities and ensure they are understood by all * Supports colleagues in need of extra help * Acknowledges the achievement of colleagues |
| **Date Completed:** | 4/12/2024 |