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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.
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| **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
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| **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
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| **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
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| **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
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| **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
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| **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
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| **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
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| **Date Completed:** | 4/12/2024 |