

**Job Statement:** (Up to 4 Key elements)

Manage external and internal research and development projects/programmes, ensuring quality of development, design and implementation

Holds research budget/delegated budget responsibility, participate in obtaining funding for research and development within the organisation/service.

Act as a source of expertise and guidance on research and development projects/programmes across the organisation and the wider health & academic community; develop clinical practice and service; disseminate research findings & promote research culture

Work in partnership with academic institutions to develop education and training of own or other health professionals.

Acts as a source of advice and guidance to specialist clinicians directing change to patient care/ may carry own specialist case load to inform research

Factor	Relevant Job Information	Job Level	JE Score
1. Communication & Relationship Skills	<b>Provide and receive highly complex sensitive or contentious information; significant barriers to understanding; Presenting complex, sensitive or contentious information to a large group.</b> Communicate highly complex and contentious condition related information to patients or other health professionals/research staff/ presents research orally or published externally to national/international audiences	5(a)(b)	45
2. Knowledge, Training & Experience	<b>Advanced theoretical and practical knowledge</b> Specialist knowledge of research techniques, analysis and use of information; plus advanced knowledge of specific clinical conditions underpinned by degree and post-graduate level research, study and experience to doctorate level equivalent	8 (a)	240
3. Analytical & Judgemental Skills	<b>Highly complex facts or situations requiring analysis, interpretation, comparison of a range of options.</b> Analysis and interpretation of highly complex statistical, analytical, research outcomes; judgements regarding a range of clinical issues and/or highly complex patient conditions.	5	60
4. Planning & Organisational Skills	<b>Plan and organise complex activities or programmes, requiring formulation, adjustment /Plan and organise broad range of complex activities; formulates, adjusts plans or strategies</b> Plan and co-ordinate significant multi-disciplinary research activities Plan and co-ordinate large scale research projects or programmes	3-4	27-42
5. Physical Skills	<b>Developed physical skills; advanced sensory skills manipulation of objects, people; narrow margin for error/Highly developed physical skills, high degree of precision.</b> Use of clinical equipment, physical skills to assess and diagnose patients/dexterity, co-ordination and sensory skills for assessment & treatment of patients, clients e.g. manipulation, suturing, intubation.	3(a)-(b) -4	27-42
6. Responsibility for Patient/Client Care	<b>Develops programmes of care/care packages; specialist programmes/care packages; provides specialist/highly specialised advice in relation to care; provides clinical/ technical services;</b> Assess, diagnose and implements care for patients, clients in a specialist area; carries out specialist/highly specialist therapeutic or diagnostic procedures; provide specialist/ highly specialist advice to staff or patients, clients concerning care	5- (a)(b)(c) -6(a)(b)(c)	30-39
7. Responsibility for Policy/Service Development	<b>Propose policy or service changes, impact beyond own area.</b> Develops policy for speciality, impacts on other areas/agencies.	3	21

8. Responsibility for Financial & Physical Resources	<b>Aurthorised signatory, small payments/ Holds delegated budget /Hold budget for a department, service</b> Manages delegated research budget/ Holds research budget.	3(d) -4(a)	21-32
9. Responsibility for Human Resources	<b>Day to day management; teach/deliver specialist training</b> Manage research team; delivers specialist training in clinical or research methods.	3(a) (c)	21
10. Responsibility for Information Resources	<b>Regular requirement to develop or create reports, documents</b> Use advanced software to create reports; analyses and manipulates data	3	16
11. Responsibility for Research & Development	<b>Co-ordinate, implement R&amp;D activity as a job requirement/Initiate, develop R&amp;D activities/ Initiate, develop R&amp;D programmes, impact outside organisation.</b> Initiates research programmes/ impact across NHS and outside	4-5-6	32-45-60
12. Freedom to Act	<b>Broad occupational policies/General policies, need to establish interpretation</b> Works within codes of practice and guidelines, accountable for own professional action, lead practitioner /Interprets national policies for specialist area	4-5	32-45
13. Physical Effort	<b>Frequent light effort for several short periods/Occasional light effort for several long periods;</b> Pushing or lifting equipment	2(a)(b) )	7
14. Mental Effort	<b>Frequent concentration; work pattern predictable</b> Concentration for assessment of patients, treatments and for research activities	2(a)	7
15. Emotional Effort	<b>Occasional exposure to distressing or emotional circumstances</b> Patients with terminal illnesses, challenging behaviour, rare abnormalities;managing change; time/budgetary pressures for research activity	2(a)	11
16. Working Conditions	<b>Occasional unpleasant conditions;</b> Odours, fleas, lice	2(a)	7
		Band 8b-c- d	604- 695