

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

Specialist for own area of work/clinical speciality
Act as a source of advice and expertise within own specialty and as research specialist.
Lead on research/audit projects, including development, design and implementation; may be the lead for own profession in multi disciplinary team research projects; advise and monitor research conducted by other health professionals; disseminate research findings
Lead changes to clinical practice and contribute to service development through integrating research findings into existing clinical practice.

Factor	Relevant Job Information	Job Level	JE Score
1. Communication & Relationship Skills	Provide and receive complex information; barriers to understanding Communicate difficult statistical or theoretical data, research findings both orally and in writing; communicate complex patient related information to a patient or other health professional	4(a) (b)	32
2. Knowledge, Training & Experience	Highly developed specialist knowledge, underpinned by theory and experience. Specialist knowledge of research techniques, analysis and use of information; specialist knowledge of specific clinical conditions underpinned by degree and post-graduate level training, experience to masters level equivalent	7	196
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options. Analysis and interpretation of statistical/ analytical/ research outcomes and queries; judgements regarding a range of clinical issues or complex patient conditions.	4	42
4. Planning & Organisational Skills	Plan and organise complex activities or programmes, requiring formulation, adjustment Plan and co-ordinate multi-disciplinary activities, research programmes	3	27
5. Physical Skills	Developed physical skills; advanced sensory skills; manipulation of objects, people; narrow margin for error/ Highly developed physical skills, high degree of precision. 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	Develop programmes/ specialised programmes of care/care packages; specialist / highly specialist clinical technical services; provide specialised/ highly specialised advice in relation to care. Assess, diagnose and implement care for patients, clients in a non specialist/specialist area; carry out specialist / highly specialist therapeutic or diagnostic procedures ; provide specialist/ highly specialist advice to patients, clients	5(a) (b) (c)- 6(a) (b) (c)	30 -39
7. Responsibility for Policy/Service Development	Implements policies and propose changes to practices, procedures for own area/Propose policy or service changes, impact beyond own area Contribute to the implementation of research findings into clinical practice and service development / impacts on other areas, agencies.	2-3	12-21
8. Responsibility for Financial & Physical Resources	Personal duty of care in relation to equipment, resources/Authorised signatory, small payments. Personal duty of care for equipment used/authorised signatory for small cash or financial payments	1-2d	5-12
9. Responsibility for Human Resources	Professional/ clinical supervision; Provide/ Teach/ deliver training in own discipline/specialist training Supervises work of less experienced staff; undertakes training in clinical/ research/audit skills & methods/undertakes specialist training in clinical or research methods.	2(b) c)- 3(c)	12-21
10. Responsibility for	Occasional / Regular requirement to develop and create reports,	2-3	9-16

Information Resources	documents Use advanced software to create reports and analyse and manoeuvre data		
11. Responsibility for Research & Development	R&D activities as major job requirement R&D activities are a central part of work activity with dedicated time for their completion	3	21
12. Freedom to Act	Broad occupational policies Works within codes of practice and guidelines, accountable for own professional action, lead practitioner	4	32
13. Physical Effort	Frequent light effort for several short periods; Occasional light effort for several long periods; Pushing or lifting equipment	2(b)(c)	7
14. Mental Effort	Frequent concentration; work pattern predictable Concentration for assessment of patients, treatment and research activities	2(a)	7
15. Emotional Effort	Occasional exposure to distressing or emotional circumstances Patients with terminal illnesses, challenging behaviour; pressures to complete research on time	2(a)	11
16. Working Conditions	Occasional unpleasant conditions Odours, fleas, lice	2(a)	7
		7	477-533