

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

Manage or co-ordinate research projects, including their development, design and implementation

Provide expertise and guidance on Research and Development projects within the multi disciplinary team, across the organisation and in the wider health community; disseminate research findings & promote research culture

Holds specialist caseload and leads changes to clinical practice and service using specialist expertise, by integrating research findings into existing clinical practice within own service.

Participate in the education and training of own or other health professionals in area of specialism.

Factor	Relevant Job Information	Job Level	JE Score
1. Communication & Relationship Skills	Provide and receive highly complex , sensitive or contentious information:co-operation required present complex information to large groups Communicate difficult statistical or theoretical data both orally and in writing; communicate complex patient related information to a patient or other health professional/ presentations of research findings to large groups Disseminate research findings through a range of appropriate media	5 (a) (b)	45
2. Knowledge, Training & Experience	Highly developed specialist knowledge, underpinned by theory and practical 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 complex statistical/analytical/research outcomes and queries; judgements on 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 research activities/plans and coordinates research projects	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	Develops programmes of care/care packages; specialist programmes/care packages; provides specialist/highly specialised advice in relation to care; provides clinical/ technical services;/highly specialist services Assesses, diagnoses 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 patients, clients or staff concerning care See comment re job statement. This point may be about providing advice/supervision to other staff rather than patient caseload	5 (a)(b) (c) – 6(a)(b) (c)(c))	30-39
7. Responsibility for Policy/Service Development	Propose policy or service changes, impact beyond own areas Develops policy for speciality, impacts on other areas/agencies.	3	21
8. Responsibility for Financial & Physical Resources	Authorised signatory large payments; Holds delegated budget Authorised signatory for financial payments/manages delegated research budget	3(a)(d))	21
9. Responsibility for Human Resources	Day to day management; Teach/deliver specialist training Day to day management of research team; undertakes specialist training in	3(a) (c)	21

	clinical or research methods.		
10. Responsibility for Information Resources	Regular requirement to develop or create reports, documents. Use advanced software to create reports and analyse and manoeuvre data	3(b)	16
11. Responsibility for Research & Development	Coordinate, implement R&D activities/Initiate and develop R&D activities Coordinates research programmes/initiates research programmes	4-5	32-45
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 t 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 distressing or emotional circumstances Patients with terminal illness, challenging behaviours, rare abnormalities/dealing with staff where changes to practice are indicated	2(a)	11
16. Working Conditions	Occasional unpleasant conditions Odours, fleas, lice	2(a)	7
		8a	542-579