**Awareness Clinical Academic Job Description**

**Job Summary**

A clinical academic role where the post holder is expected to have an awareness of the applied research context, and recognise how their clinical work fits within this context. Knowledge and understanding of the research environment and key networks is developing, and the post holder may be planning on accessing a formal clinical academic career pathway.

**Key Working Relationships**

**Interna**l – Speech & Language Therapists within the organisation; clinical staff across a range of teams; referring clinicians; academic staff; other disciplines and relevant services.

**External** – higher education institutes; referring and receiving organisations; service users, relatives and carers; Speech & Language Therapists in other relevant organisations, the UK and overseas including the Royal College of Speech & Language Therapists and associated CENs; NIHR; Council for Allied Health Professional Research; third sector organisations.

**Main Duties and Responsibilities**

**Research and Service Development**

* To understand the relevance of data collection, service evaluation, quality improvement and audit and participate in departmental activity in these areas
* To take an active role in the evaluation of the service and service user care, including care effectiveness, quality, and safety
* To be aware of ethics and governance approval procedures to start and deliver research
* Identify gaps in evidence and / or practice knowledge that require resolution through research
* To use critical appraisal of the evidence base to evaluate own practice-setting

* Support the translation of research findings and implementation of evidence-based practice within own practice setting
* Collaborate on and develop original research with colleagues as appropriate
* To undertake Good Clinical Practice (GCP) in relation to direct patient/participant care
* To undertake consent and participant recruitment as appropriate
* To be aware of the benefits of involving service users in identifying areas for service co-design and research.

**Education and Training**

* Help firmly establish values-based professional practice across pathways, services, organisations, and systems, working with individuals, families, carers, communities, and others
* To participate in planned in-service training for the team
* To be responsible for maintaining own competency to practice through CPD activities, using reflective practice and maintain a portfolio that indicates personal development including research skills and experience
* To supervise the professional development of students. To participate in own regular clinical supervision & appraisal.

**Leadership**

* To demonstrate excellent communication skills and maintain high quality relationships
* To work collaboratively and in partnership with other health care professionals
* To be able to synthesise knowledge and expertise related to area of practice as well as follow local policies and procedures
* Demonstrate and disseminate clinical practice developments by using research in the relevant area of practice to develop and deliver evidence-based care
* To be involved with others in planning and implementing standards of care, relevant guidelines and continually evaluate the quality of care provided to service users.
* Contribute appropriately to clinical governance activities that relate to own area of practice and service user group.

**Clinical Responsibilities**

* To autonomously assess, diagnose, treat, and manage a caseload of children/adults with communication and swallowing problems in a specific area in accordance with local service guidelines and service standards
* To provide information, advice and support to service users, carers, relatives, and staff
* To liaise effectively with the multidisciplinary team to facilitate service user management
* To attend team meetings and case conferences, as appropriate
* To liaise with all appropriate agencies pre and post discharge. To liaise with Speech and Language Therapists within the regional network to facilitate seamless transfer of care. This may include links with voluntary organisations
* To provide accurate and timely reports, including transfer and discharge reports
* To facilitate access to specialist assessment and management dependent on clinical specialism
* To recognise boundaries of own role and always manage associated risk
* To seek support from senior members of the team as necessary in relation to clinical decision making.

**Administrative Responsibilities**

* To maintain comprehensive and accurate service user notes in accordance with departmental policy and to ensure the safekeeping and confidentiality of these records
* To ensure departmental equipment and communication devices are regularly maintained and in good working order.

**Systems and Data Management**

* To use a range of IT skills and software packages
* To ensure that all databases are protected under Caldecott principles regarding confidentiality.

**Developing Self and Others**

* Contribute to education, training and learning opportunities for healthcare professionals at undergraduate level in area of clinical practice
* Know how to contact to get support with career planninge.g., Mentorship, Research Design Service, manager through annual appraisal and other methods
* Awareness of local and national research forums related to clinical research.

**General**

The post holder has a general duty of care for their own health, safety, and wellbeing and that of work colleagues, visitors, and service users within the organisation, in addition to any specific risk management or clinical governance accountabilities associated with this post.

* To observe the rules, policies, procedures, and standards of the organisation together with all relevant statutory and professional obligations
* To observe and maintain strict confidentiality of personal information relating to service users and staff
* To be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues
* This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder.

**PERSON SPECIFICATION**

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|  | **Essential**  | **Desirable** |
| **Education and Qualifications** |
| HCPC recognised Diploma, Batchelor’s or Masters qualification in Speech & Language Therapy | X |  |
| Registration with the HCPC as a Speech & Language Therapist | X |  |
| Post-HCPC registration research-focused MSc/MPhil/MRes  |  | X |
| RCSLT research champion |  | X |
| Active member of relevant clinical excellence network(s) |  | X |
| Member of RCSLT |  | X |
| Has completed Good Clinical Practice Certificate (GCP) |  | X |
| **Knowledge and Experience** |
| Aware of own abilities and development needs in both practice and academic fields | X |  |
| Has considered a plan for a research development career pathway e.g. Integrated Clinical Academic pathways from NIHR |  | X |
| Awareness of knowledge creation processes, basic theoretical concepts, and methodologies in relation to applied research | X |  |
| Able to differentiate between research, audit, service evaluation and quality improvement | X |  |
| Understands different technical language related to applied research and clinical work e.g., patient versus participant | X |  |
| Able to select appropriate research methods to answer research questions | X |  |
| Understanding of Caldicott principles of confidentiality, research ethics and governance procedures | X |  |
| Demonstrates knowledge of public/patient involvement in service design and co-production | X |  |
| Critiques and selects appropriate outcome measures / tools in research projects | X |  |
| Understands concept of authorship, intellectual property, open access publication and peer review process |  | X |
| **Skills and Competencies** |
| Excellent communication skills, including the ability to process and share highly complex information in confidential manner | X |  |
| Highly skilled in providing clear, concise written and verbal reports  | X |  |
| Develops resilience and skills to deliver research in demanding environments |  | X |
| Understands how to interpret qualitative and quantitative research data  | X |  |
| Understands different communication strategies and how they may be applied to different groups to maximize engagement in research | X |  |
| Undertakes critical thinking to identify problems and research questions.  |  | X |
| Uses evidence-informed approaches and a range of evidence sources including to inform practice | X |  |
| Effective time management and organisational skills | X |  |
| Able to work supportively in a team  | X |  |
| Is aware of appropriate tools and systems in the search for evidence e.g. databases |  | X |
| Competent IT skills | X |  |