##### **Core Clinical Academic Job Description**

**Job Summary**

A clinical academic role where the post holder has working knowledge and skills within their clinical role as well as the research context leading to them being able to make decisions between a range of clinical and research options. Knowledge and understanding to the research environment is developing, and the post holder is likely to have started on a formal clinical academic career pathway but will still be working under guidance from more senior clinical academic colleagues. Core practitioners will be expected to support awareness level practitioners.

**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; patients, 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
* Set realistic and achievable research career goals
* Take advantage of research employment and professional development opportunities
* Use clinical knowledge, understanding of a research area and “real world” affairs to develop research questions
* To understand how to critically appraise the evidence base to inform and develop practice in own area
* 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 the benefits of involving service users in identifying areas for service co-design and research.
* Enables Public and Patient Involvement /Experience (PPIE) in the recruitment and delivery process
* To actively seek sources of funding/income generation to support research projects for own projects or local team
* To undertake Good Clinical Practice (GCP) in relation to direct patient/participant care
* To understand the importance of adhering to research protocols and how this impacts research quality
* Undertake appropriate risk assessment, reflecting patient safety as part of developing and delivering research protocol
* Understand and recognise appropriate stakeholders (academic, professional, and service users) to develop research proposals
* Promote evidence-based practice to improve service user outcome, experience, and organisation culture
* Promote AHP research within the organisation and externally
* Champion the role of applied health and social care research to enhance health and wealth.

**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 attend in-service training for the SLT team and use this as an opportunity to demonstrate and develop presentation skills, as well as supporting and organising other research and teaching events as appropriate.
* Undertake clinical care within the research project that is within their scope of practice, or identifies specific training needs to complete this.
* Engage in peer support, mentorship, and supervision of less-experienced researchers, to nurture talent and promote empowerment and autonomy
* Educate colleagues in audit skills, service development and evidence-based practice
* To be responsible for maintaining own competency to practice through CPD activities, using reflective practice and maintain a portfolio that indicates personal development
* To supervise the professional development of SLT students and awareness level clinical academics. To participate in own regular clinical supervision & appraisal.

**Leadership**

* To demonstrate excellent communication skills and maintain high quality relationships
* To raise and maintain the profile of the service
* To motivate and encourage others in research activity
* To work collaboratively and in partnership with others
* 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 complex caseload of children/adults with communication and swallowing problems in a specialist 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 relevant team meetings and case conferences, as appropriate
* To liaise with all appropriate agencies pre and post discharge from the service. 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 as appropriate to clinical specialism
* To recognise boundaries of own role and always manage associated risk.

**Administrative Responsibilities**

* To maintain comprehensive and accurate 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, including an awareness of programmes used for the statistical analysis of research data
* To take part in data collection and audit
* To ensure that all databases are protected under Caldecott principles regarding confidentiality
* To use appropriate tools to collect data, measure outcomes and undertake data analysis.

**Governance / Quality Control**

* Knowledge of local organisational and governance policies e.g., Research & development processes and policies
* Is involved in student assessment and monitors and maintains the quality of assessment
* To support, and where appropriate lead, the production of clinical guidelines, local policies, and development of new working practices, ensuring they are evidence-based, implemented, and audited having considered any national priorities/directives.

**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 |
| RCSLT specialist advisor |  | X |
| Active member of relevant clinical excellence network(s) |  | X |
| Member of RCSLT |  | X |
| Has completed Good Clinical Practice Certificate |  | X |
| **Knowledge and Experience** | | |
| Developing knowledge & specialist clinical experience and in the assessment, treatment & management of relevant client group | X |  |
| Has knowledge of a range of study designs and methodologies relevant to applied research in relevant health and social care settings | X |  |
| Understanding of different phases of research process, including the use of PPIE at every stage | X |  |
| Experience of using and sharing networks for research and clinical practice | X |  |
| Knowledge of research impact and how this can be measured | X |  |
| Understands the value of stakeholder involvement (public, patient, and clinical involvement/engagement) in the selection of research priorities and throughout the applied research projects | X |  |
| Aaware of different learning and teaching styles and techniques | X |  |
| Experience of supervising students, and awareness level practitioners including service improvement projects |  | X |
| Knowledge of professional responsibilities and potential for conflict with research role | X |  |
| Understanding of current NHS/education issues and structure |  | X |
| Demonstrates knowledge and experience of public/patient involvement in service design and co-production | X |  |
| Knowledge of the legal requirements of research, including safeguarding as part of developing research protocol | X |  |
| Evidence of having independently undertaken audit, quality improvement projects and research |  | X |
| Knowledge of current research leadership frameworks and approaches (e.g. VITAE, NIHR Leadership Framework etc) |  | X |
| Experience of publishing and disseminating research findings |  | X |
| **Skills and Competencies** | | |
| Demonstrates transferability of skills and experience | X |  |
| Able to communicate complex information in confidential manner in the context of applied research and clinical work | X |  |
| Highly skilled in providing clear, concise written and verbal reports | X |  |
| Able to undertake appropriate risk assessment, reflecting patient safety as part of developing and delivering research protocols | X |  |
| Developing clinical reasoning skills selecting from a range of treatment and management options, including innovative approaches | X |  |
| Works autonomously | X |  |
| Experience of a research coordination role |  | X |
| Able to develop and sustain stakeholder networks for research |  | X |
| Developing skills in reconciling inter- & intra-professional differences of opinion | X |  |
| Demonstrates leadership attributes and motivational skills |  | X |
| Able to critique research papers and implement change to clinical practice as appropriate | X |  |
| Good time management and organisational skills | X |  |
| Good team building and team working skills | X |  |
| Experience of teaching students/ less experienced researchers |  | X |
| Skills in the collection & use of data to performance manage and plan services |  | X |
| Good IT skills, including awareness of statistical software packages | X |  |