

JOB DESCRIPTION

1. JOB DETAILS

Job Title: Specialist Clinical Research Doctor

Hours: Up to 24 (flexible working arrangements welcomed; no on-call responsibilities)

Grade: Applicant must have minimum 12 years post graduate experience

Duration of Post: 1 year (in first instance)

Reports to: R&D Director

Department/Division: Research and Development

2. JOB PURPOSE

To provide high quality medical care to research participants and participants in the Trust under the supervision of a study or trial Principal Investigator (PI) To act as PI for appropriate studies and trials.

3. PRINCIPAL DUTIES AND RESPONSIBILITIES

The appointee will support the delivery of research trials and studies across a breadth of the Trusts specialties under the supervision of study Principal Investigators (PI). The appointee will also act as PI for appropriate studies. There will be an opportunity to gain experience on a variety of clinical trials across all phases and to work with Consultants and the wider MDT. This will be an invaluable post for those looking to gain more experience in a variety of research methodologies and specialties.

Placements will be within the wider Trust teams as well as in the NIHR Clinical Research Facility Exeter which focuses on experimental medicine and early phase trials and the NIHR Participant Recruitment Centre Exeter which focuses on late phase commercial clinical trials.

You will have a Clinical Supervisor and are encouraged to keep a portfolio. You will have access to educational opportunities. You will gain valuable clinical experience caring for participants and participants with a wide range of conditions, delivering high quality care within research protocols and working as part of a dynamic multi-disciplinary team. The post is predominantly Monday to Friday within usual working hours, although some flexibility is required, there is no oncall commitment.

The post holder will be encouraged to support and teach more junior colleagues within the multidisciplinary research team and medical and other students. This post would suit somebody looking to work flexibly as LTFT and combining additional portfolio experience in teaching or whilst studying for post graduate exams or completing a MSc or PG Cert.

Main duties and accountabilities:

This job description summarises the main duties and accountabilities of the post but is not comprehensive. The post-holder may be required to undertake other duties of similar level and responsibility.

Clinical Work:

- Undertake clinical and administrative activities as delegated by the study PI
- Act as PI or Sub-PI for appropriate studies
- Request specialist opinions and investigations as guided by the study PI
- Where needed, communicate and liaise with GPs and other hospital teams to ensure research participants' care
- Work seamlessly with the MDT responsible for the research participants in your studies and trials
- Write safety documents
- Provide expert medical opinion as to site's capacity and capability to deliver a study e.g. Expression of Interests, Site Selection Visits and/or Site Initiation visits, reviewing research protocols for potential studies
- Discuss studies with potential participants – communicating research evidence in a meaningful way for participants to support their decision making
- Consent and reconfirm consent for study participants
- Review and confirm eligibility criteria including clinically evaluating participants as part of the medical work up required for trials
- Prescribe study medication in line with the protocol and in liaison with the hospital Clinical Trials Pharmacy
- Review test and procedure results, initiating actions as required and appropriate for participant safety
- Undertake protocol required activities and assessments after appropriate training if required
- Document findings in site files and medical records – including reporting and assessment of adverse events
- Deal with any emergencies should they arise including leading ALS interventions as necessary

Core Teaching:

- Teach and train medical students, junior medical, nursing and healthcare practitioner colleagues as required
- Present at departmental and divisional meetings as required
- Educate, supervise, support and mentor members of the multi-disciplinary team towards higher level qualifications including assessments where appropriate

Initiative, problem-solving and decision-making:

- Contribute to discussions regarding participant care within research protocols
- Identify the need for developing services and work with your colleagues on quality improvement projects or audits, advocating for and contributing to, organisational learning and where appropriate, service redesign in response to feedback, evaluation and need, promoting best practice
- Where the opportunity arises work with colleagues to develop research projects
- Leadership responsibilities as a clinician within the research MDT

Planning and managing resources:

- Use resources carefully to minimise waste and avoid unnecessary costs
- Prioritise work based on clinical and divisional need e.g. portfolio composition
- Work with the R&D senior team and PIs to ensure adequate clinical care is available for research participants

4. ROYAL DEVON UNIVERSITY HEALTHCARE NHS FOUNDATION TRUST

The Royal Devon University Healthcare NHS Foundation Trust was established in April 2022, bringing together the expertise of both the Royal Devon and Exeter NHS Foundation Trust and Northern Devon Healthcare NHS Trust. Stretching across North, East and Mid Devon including Torridge and Exeter, our workforce of over 17,000 staff serves a population of almost one million people, extending our reach as far as Cornwall and the Isles of Scilly.

We deliver a wide range of emergency, specialist and general medical services through North Devon District Hospital and the Royal Devon and Exeter Hospital (Wonford). Alongside our two acute hospitals, we provide integrated health and social care services across a variety of settings including community inpatient hospitals, outpatient clinics, and within people's own homes. We also offer primary care services, a range of specialist community services, and Sexual Assault Referral Centres (SARC).

Our hospitals are both renowned for their research, innovation and links to universities.

For a full description of the main hospitals and services of the trust see the trust website:

<https://royaldevon.nhs.uk>

This post is based at the Royal Devon and Exeter hospital which is in the historic cathedral city of Exeter in the heart of the South West of England. It has a vibrant city centre with easy access to rural communities, Dartmoor and the coast. There are numerous opportunities to take part in outdoor activities including cycling, surfing and rock climbing, or to enjoy social time with family and friends at local restaurants and nightclubs. Exeter has several high performing schools and a Russell Group university linked to the hospital. Exeter Airport has flights to several cities in the UK and Europe. Exeter is just over 3 hours from London by train.

The Research and Development Department:

Within the R&D department, there are currently three Trust research doctors supporting Medical Consultant and other Clinical Colleagues to deliver research across the Trusts services. There are approximately 250 studies recruiting at any time with a similar number in follow-up.

The Clinical Research Doctor can expect to support studies across the breadth of the Trusts specialties with a focus but not limited to the following areas:

- Cardiology
- Respiratory
- Gastroenterology
- Renal
- Diabetes and Endocrinology
- Healthcare for Older People
- Neurology
- Acute Medicine

- Infection
- Paediatrics
- Reproductive Health and Childbirth

The Trust Vision and Values

Our vision is to provide safe, high quality seamless services delivered with courtesy and respect. To achieve our vision we expect all our staff to uphold our Trust values. Our Trust values are:

- Honesty, Openness & Integrity
- Fairness,
- Inclusion & Collaboration
- Respect & Dignity

We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will pay staff fairly and recognise the whole staff's commitment to meeting the needs of our participants.

We are committed to equal opportunity for all and encourage flexible working arrangements including job sharing.

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We are committed to recruiting and supporting a diverse workforce and welcome applications from all sections of the community, regardless of age, disability, gender, race, religion, sexual orientation, maternity/pregnancy, marriage/civil partnership or transgender status. We expect all staff to behave in a way which recognises and respects this diversity, in line with the appropriate standards.

5. CONDITIONS OF APPOINTMENT

A doctor appointed to this grade:

- Shall have full registration and a Licence to Practice with the General Medical Council; and
- Shall have completed a minimum of 12 years' medical work (either continuous period or in aggregate) since obtaining a primary medical qualification of which a minimum of six years should have been in a relevant specialty in the Specialty Doctor and/or closed SAS grades. Equivalent years' experience in a relevant specialty from other medical grades including from overseas will also be accepted.
- Shall meet the criteria set out in the Specialist grade generic capabilities framework.

All appointment are subject to NHS Standards Pre-Employment Checks.

6. GENERAL

This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the Manager in consultation with the jobholder.

You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.

The RD&E is a totally smoke-free Trust. Smoking is not permitted anywhere on Trust property, including all buildings, grounds and car parks. For help to quit call: 01392 207462.

7. CONTACT DETAILS FOR FURTHER INFORMATION

Before submitting an application, you may wish to discuss the post further by contacting the following people:

Research and Development Director Helen Quinn helen.quinn@nhs.net

HAZARDS:					
Laboratory Specimens	X	Clinical contact with Patients	X	Dealing with violence & aggression of patients/relatives	X
Blood / Body Fluids	X	Dusty Environment		VDU Use (occasional)	X
Radiation / Lasers		Challenging Behaviour	X	Manual Handling	
Solvents		Driving		Noise / Vibration	
Respiratory Sensitisers		Food Handling		Working in isolation	
Cytotoxic Drugs		Electrical work		Night Working	

Person Specification

Eligibility	Essential/Desirable	How Evaluated
<ul style="list-style-type: none"> Eligible for full registration and a Licence to Practice with the General Medical Council 	E	Application
Qualifications and experience		
<ul style="list-style-type: none"> Has achieved MBBS or equivalent medical qualification 	E	Application
<ul style="list-style-type: none"> Satisfactory completion of Foundation Programme Training 	E	Application
<ul style="list-style-type: none"> Has completed membership exams in a relevant specialty 	E	Application
<ul style="list-style-type: none"> Shall have completed a minimum of 12 years' medical work since obtaining a primary medical qualification of which a minimum of 6 years should have been in a relevant specialty/specialties. Equivalent experience including from overseas will also be accepted 	E	Application
<ul style="list-style-type: none"> Previous experience of clinical research delivery 	E	Application
<ul style="list-style-type: none"> Previous experience of CTIMP trials 	D	Application
Professional values and behaviours, skills and knowledge		
<ul style="list-style-type: none"> Practises with the professional values and behaviours expected of all doctors as set out in 	E	Interview

GMC Good Medical Practice and the Generic Professional Capabilities Framework		
<ul style="list-style-type: none"> Demonstrates the underpinning subject-specific competences i.e. knowledge, skills and behaviours relevant to the research role setting and scope 	E	Application Interview
<ul style="list-style-type: none"> Clinically evaluates and manages a patient, formulating a prioritised differential diagnosis, initiating an appropriate management plan, and reviewing and adjusting this depending on the outcomes of treatment 	E	Interview
<ul style="list-style-type: none"> Manages the difficulties of dealing with complexity and uncertainty in the care of patients; employing expertise and clinical decision-making skills of a senior practitioner 	E	Interview
<ul style="list-style-type: none"> Critically reflects on own competence, understands own limits, and seeks help when required. 	E	Interview
<ul style="list-style-type: none"> Communicates effectively and is able to share decision-making with patients, relatives and carers; treats patients as individuals, promoting a person-centred approach to their care, including self-management. 	E	Interview
<ul style="list-style-type: none"> Respects patients' dignity, ensures confidentiality and appropriate communication where potentially difficult or where barriers exist, e.g. using interpreters and adjusting for patients with communication difficulties. 	E	Interview
<ul style="list-style-type: none"> Demonstrates key generic clinical skills around the areas of consent including GCP; ensuring humane interventions, prescribing medicines safely and using medical devices safely including investigational medical products and devices 	E	Application Interview
<ul style="list-style-type: none"> Adheres to professional requirements, participating in annual appraisal, job planning and reviews of performance and progression. 	E	Application Interview
<ul style="list-style-type: none"> Awareness of legal responsibilities relevant to the research role, such as around mental capacity and deprivation of liberty; data protection; equality and diversity. 	E	Interview
<ul style="list-style-type: none"> Able to apply basic principles of public health; including population health, promoting health and wellbeing, work, nutrition, exercise, vaccination and illness prevention, as relevant to their specialty. 	D	Interview
Leadership and teamworking		

<ul style="list-style-type: none"> Awareness of their leadership responsibilities as a clinician and demonstrates appropriate leadership behaviour; managing situations that are unfamiliar, complex or unpredictable and seeking to build collaboration with, and confidence in, others. 	E	Interview
<ul style="list-style-type: none"> Demonstrates understanding of a range of leadership principles, approaches and techniques so can adapt leadership behaviours to improve engagement and outcomes – appreciates own leadership style and its impact on others. 	D	Interview
<ul style="list-style-type: none"> Develops effective relationships across teams and contributes to work and success of these teams – promotes and participates in both multidisciplinary and interprofessional team working. 	E	Interview
<ul style="list-style-type: none"> Critically reflects on decision-making processes and explains those decisions to others in an honest and transparent way. 	E	Interview
<ul style="list-style-type: none"> Critically appraises performance of self, colleagues or peers and systems to enhance performance and support development. 	E	Interview
<ul style="list-style-type: none"> Demonstrates ability to challenge others, escalating concerns when necessary. 	E	Interview
<ul style="list-style-type: none"> Ability to develop practice in response to changing population health need, engaging in horizon scanning for future developments. 	D	Interview
Patient safety and quality improvement <ul style="list-style-type: none"> Takes prompt action where there is an issue with the safety or quality of patient care, raises and escalates concerns, through clinical governance systems, where necessary. 	E	Application Interview
<ul style="list-style-type: none"> Applies basic human factors principles and practice at individual, team, organisation and system levels. 	E	Interview
<ul style="list-style-type: none"> Collaborates with multidisciplinary and interprofessional teams to manage risk and issues across organisations and settings, with respect for and recognition of the roles of other health and research professionals. 	E	Interview
<ul style="list-style-type: none"> Advocates for, and contributes to, organisational learning. 	E	Interview
<ul style="list-style-type: none"> Seeks feedback and involvement from individuals, families, carers, communities, colleagues, sponsors and other relevant 	E	Interview

research bodies in safety and quality service improvements reviews.		
<ul style="list-style-type: none"> Ability to lead new practice and service redesign in response to feedback, evaluation and need, promoting best practice. 	D	Application Interview
<ul style="list-style-type: none"> Evaluates and audits own and others' clinical practice and acts on the findings. 	E	Application Interview
<ul style="list-style-type: none"> Reflects on personal behaviour and practice, responding to learning opportunities. 	E	Interview
<ul style="list-style-type: none"> Able to implement quality improvement methods and repeats quality improvement cycles to refine practice; designing projects and evaluating their impact. 	D	Application Interview
<ul style="list-style-type: none"> Able to engage with relevant stakeholders to develop and implement robust governance systems and systematic documentation processes. 	D	Interview
Safeguarding vulnerable groups <ul style="list-style-type: none"> Recognises and takes responsibility for safeguarding children, young people and adults, using appropriate systems for identifying, sharing information, recording and raising concerns, obtaining advice and taking action. Applies appropriate equality and diversity legislation, including disability discrimination requirements, in the context of patient care. 	E	Application Interview
Education and training <ul style="list-style-type: none"> Critically assesses own learning needs and ensures a personal development plan reflects both clinical practice and the relevant generic capabilities to lead and develop services. 	E	Interview
<ul style="list-style-type: none"> Able to promote and participate in individual and team learning; supporting the educational needs of individuals and teams for uni-professional, multidisciplinary and interprofessional learning. 	D	Interview
<ul style="list-style-type: none"> Identifies and creates safe and supportive working and learning environments. 	E	Interview
<ul style="list-style-type: none"> Can act as a role model, educator, supervisor, coach or mentor for medical and non-medical practitioners. 	D	Interview
<ul style="list-style-type: none"> Able to create effective learning opportunities and provide developmental feedback, both verbally and in writing, to learners and doctors/dentists in training, as required by the role. 	D	Interview

<ul style="list-style-type: none"> • Able to plan and provide effective teaching and training activities as required by the research role 	D	Interview
<ul style="list-style-type: none"> • Understands how to raise concerns about the behaviour or performance of any learner who is under their clinical supervision (leadership). 	E	Interview
<ul style="list-style-type: none"> • Takes part in patient education. 	D	Interview
Research and scholarship <ul style="list-style-type: none"> • Up-to-date with current research and best practice in the individual's specific area of practice, through appropriate continuing professional development activities and their own independent study and reflection. 	E	Application Interview
<ul style="list-style-type: none"> • Able to critically appraise and understand the relevance of the literature, conduct literature searches and reviews; disseminate best practice including from quality improvement projects. 	D	Interview
<ul style="list-style-type: none"> • Able to locate and use clinical guidelines appropriately. 	E	Interview
<ul style="list-style-type: none"> • Communicates and interprets research evidence in a meaningful way for patients to support shared decision-making. 	E	Interview
<ul style="list-style-type: none"> • Able to work towards identifying the need for further research to strengthen the evidence base or where there are gaps in knowledge, networking with teams within and outside the organisation. 	D	Interview