

JOB DESCRIPTION

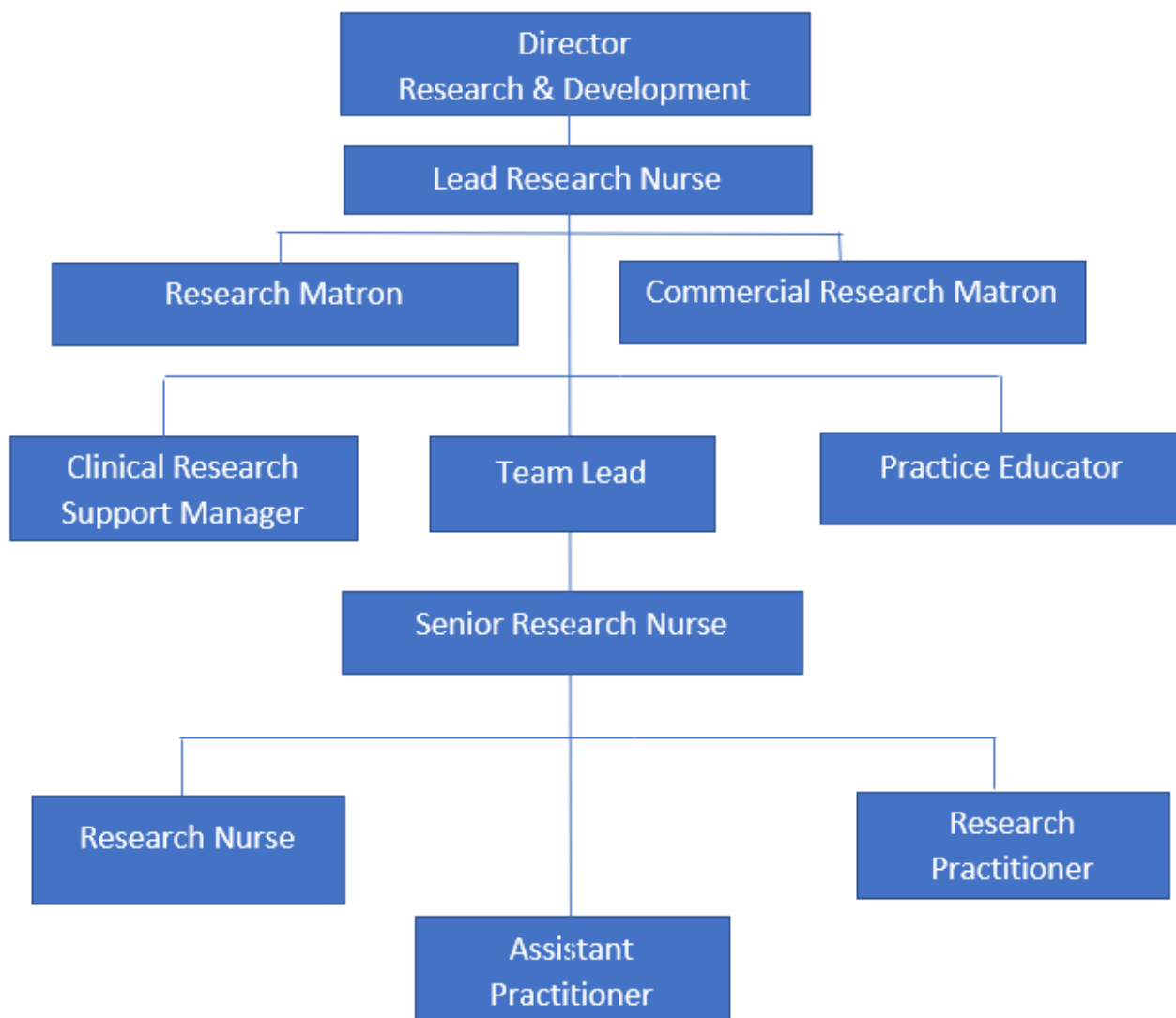
JOB DETAILS	
Job Title	Research Nurse
Reports to	Senior Research Nurse
Band	Band 5
Department/Directorate	Research & Development

JOB PURPOSE
To work with the research team and Trust clinical and multidisciplinary teams to plan, implement, organise and manage concurrent research clinical trials and studies. To develop and sustain partnership working with individual groups, communities and agencies. Facilitate the safe conduct of research in accordance with the Research Governance Framework and Good Clinical Practice and ensure that the rights, safety and well-being of research participants are protected
KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
Be responsible for the care of research participants during clinical trials adhering to protocols and SOPs To co-ordinate the care throughout the patient's research pathway, from initial approach through research intervention to transfer back to usual care. To provide appropriate written information for participants, carers/families and hospital staff relating to research To provide psychological, social and cultural support to patients. The Research Nurse will be based in the acute hospital but may be required to work across Trust sites and in some cases undertake home visits in line with relevant Trust SOPs and policies The post holder will fulfil all tasks and work as part of a research team. To meet the needs of the service, the post holder may be required to work with other research teams as appropriate as directed by the line manager.
KEY WORKING RELATIONSHIPS
Areas of Responsibility: (type of work undertaken) No. of Staff reporting to this role: (If applicable)

Of particular importance are working relationships with:

Internal to the Trust	External to the Trust
Lead Research Nurses Research Team Leads Pharmacy Trials Team Professional Services Team Principal Investigators Research Doctors Clinical teams Diagnostic teams	Study Participants, Volunteers, carers/families Study Sponsors Clinical Research Associates Local NIHR Network

ORGANISATIONAL CHART



FREEDOM TO ACT
The post holder will occasionally work autonomously within the research teams and contribute to decisions about participant care ensuring that all research procedures are conducted according to protocols and Trust and study specific SOPs and within your own professional capability. Be professionally accountable for all aspects of own work, including the management of participants in your care and to escalate concerns to manager.
COMMUNICATION/RELATIONSHIP SKILLS
Provide and receive highly complex and highly sensitive information. Communicates very sensitive, complex condition related information to participants, carers/families offering empathy and reassurance. To communicate effectively between departments and Trusts to ensure patients journey is seamless. To work in partnership with nurses and other health professionals to address people's health needs through planning and delivering interventions which are based on best practice and clinical judgement
ANALYTICAL/JUDGEMENTAL SKILLS
To screen and identify patients suitable for clinical research using inclusion and exclusion criteria Assist with in feasibility assessments to determine whether recruitment for a study is possible Participates in the assessment and evaluation of on-going research. Maintaining accurate records of the status of studies and providing regular updates to the team on their progress. Undertake risk assessment, using clinical judgement and provide accurate feedback to the team as necessary. To monitor and review the effectiveness of interventions with the participant and modify this to meet changing needs and established goals of care within the protocol and provided feedback to Principal Investigator and sponsor
PLANNING/ORGANISATIONAL SKILLS
Plan participants care. Plan, organise and prioritise own workload and guide the workload of support workers as appropriate. Exercise good personal time management, punctuality and consistent reliable attendance. Co-ordinate participant appointments and support Senior Research Nurse. To receive direct referrals from the clinical team

PATIENT/CLIENT CARE

To support participants in meeting their own health and wellbeing through providing information, advice and support.

To provide on-going specialist advice and information to participants and their carers/families with regard to their participation in clinical research in order to facilitate effective informed consent.

To assess participants and their complex needs and those of their carers/families and plan, implement and evaluate appropriate programmes of care – this will include communicating highly sensitive information about diagnosis, treatment options and may include issues surrounding terminal illness and bereavement.

To provide emotional, psychological and practical support to the participant and their family/carer throughout their research pathway and to facilitate communication between them and their usual healthcare providers and the clinical teams.

To recognise ethical dilemmas relating to care and act as the participants advocate when required and under the support of the Senior Research Nurse.

To support the development of access to research for patients with relevant specialist conditions

POLICY/SERVICE DEVELOPMENT

To supervise/instruct unqualified members of the nursing team as appropriate

To act as a resource to others in developing and improving specialist knowledge and skills in clinical practice, through acting as an assessor, teacher and facilitator

To participate in developing a shared vision of the service and work with the research team, organisation and external agencies to achieve this

To use effective prioritisation, problem solving and delegation skills to manage time effectively

To establish networks with other specialists at a local, national and international level, to exchange and enhance knowledge and expertise

To maintain a peer network of support, information and learning with other nurse specialists within the organisation and with the local NIHR Network

FINANCIAL/PHYSICAL RESOURCES

To assist in accurate costing for clinical research activity during study set up.

The post holder has a personal duty of care in relation to equipment and resources.

The post holder will work within a defined day to day operational budget under the supervision of the Senior Research Nurse and Team Lead. Ensuring that any projects undertaken are established and managed in a financially responsible manner.

HUMAN RESOURCES

To promote a learning environment through identifying opportunities and seeking resources required for own and others learning.

To reflect on own practice through clinical supervision/mentorship and to act as a clinical supervisor/mentor to others on an ad-hoc basis.

To act as a specialist resource to advice and support healthcare professionals and others involved in the delivery of care to participants, their families and carers

INFORMATION RESOURCES

To document all participant contacts and maintain participant records as per Trust Documentation Policy and as per study specific requirements

To be involved in the internal and external audits, including routine study specific monitoring as required by study sponsors

The post holder will use a wide range of data bases for recording study data, activity and performance

The post holder will use a wide range of computer systems e.g. word, excel and PowerPoint to create reports, documents and presentations

RESEARCH AND DEVELOPMENT

To maintain own awareness of relevant research evidence related to the speciality and work with others in applying this to practice

To identify areas of potential research relating to the speciality and to participate in national and local relevant research activities on a regular basis.

To participate in local and national research and audit projects and service evaluation as requested in order to improve standards of patient care.

To disseminate findings of research with participants, carers/families, staff in speciality and wider public

PHYSICAL SKILLS

High degree of competence and dexterity in practical nursing skills, providing a supporting role with Assessments, administering intravenous and oral medication, cannulation, and taking blood or willing to work towards.

PHYSICAL EFFORT

High degree of competence and dexterity in practical nursing skills, providing a supporting role.

The role will have a combination of sitting, standing and walking with occasional moderate effort for several short periods along with sitting at a VDU for long periods of time.

MENTAL EFFORT
Ability to support the research team with a caseload of participants and assist with coordinating research schedules to meet the requirements of both participants and protocols. The post holder will require resilience to deliver specialist nursing care in at times, stressful and emotional demanding environments. Requirement to regularly concentrate to deliver and manage varied priorities and demands of liaising with a wide range of people. At times the post holder will require resilience to work to tight deadlines dictated by study metrics recruiting participants into clinical trials and entering data accurately
EMOTIONAL EFFORT
Occasional indirect exposure to distressing/emotional circumstances. Work with patients in the aftermath of bad news. Work with patients with mental health problems or occasional challenging behaviour. Occasionally be required to talk to relatives following a death. The post holder will respond to concerns and questions from a wide range of people who may be anxious and distressed relating to their condition and treatment. Ability to adapt to an unpredictable workload.
WORKING CONDITIONS
Occasional working with hazardous substances (cytotoxic drugs, bodily waste and fluids) when in clinical setting Occasional aggressive behaviour when dealing with face to face complaints Regular use of VDU
OTHER RESPONSIBILITIES
Take part in regular performance appraisal. Participate in Good Clinical Practice training. Participate in informed consent training as well as other role required and study specific research training Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling Contribute to and work within a safe working environment You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection

As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust's disciplinary policy) up to and including dismissal.

You must also take responsibility for your workplace health and wellbeing:

- When required, gain support from Occupational Health, Human Resources or other sources.
- Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health.
- Follow the Trust's health and wellbeing vision of healthy body, healthy mind, healthy you.
- Undertake a Display Screen Equipment assessment (DSE) if appropriate to role.

DISCLOSURE AND BARRING SERVICE CHECKS

This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check.

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.

Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.

At the Royal Devon, we are committed to reducing our carbon emissions and minimising the impact of healthcare on the environment, as outlined in our Green Plan available on our website. We actively promote sustainable practices and encourage colleagues to explore and implement greener ways of working within their roles.

PERSON SPECIFICATION

Job Title	Research Nurse		
Requirements		Essential	Desirable
QUALIFICATION/ SPECIAL TRAINING			
Registered Nurse		E	
Degree in relevant discipline working towards			D
Competent in venepuncture and cannulation or willing to work towards		E	
KNOWLEDGE/SKILLS			
Demonstrable nursing experience in the acute setting.		E	
Demonstrable experience in care of patients with relevant Diagnosis.		E	
Ability to represent the department at internal meetings		E	
EXPERIENCE			
Counselling skills			D
IT competence in the usual applications – database, spread sheet and presentation software etc		E	
Experience in presentations and public speaking or willing to develop these skills			D
PERSONAL ATTRIBUTES			
Good interpersonal skills		E	
Good communication skills		E	
Ability to be empathetic		E	
Ability to handle difficult or emotional situations		E	
Excellent organisational skills		E	
Motivation		E	
Ability to adapt and change to meet the needs of the service		E	
Able to work as a team member		E	
OTHER REQUIREMENTS			
The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.		E	
Ability to travel to other locations as required		E	

WORKING CONDITIONS/HAZARDS		FREQUENCY			
		(Rare/ Occasional/ Moderate/ Frequent)			
		R	O	M	F
Hazards/ Risks requiring Immunisation Screening					
Laboratory specimens	Y		X		
Contact with patients	Y				X
Exposure Prone Procedures	N				
Blood/body fluids	Y		X		
Laboratory specimens	Y		X		
Hazard/Risks requiring Respiratory Health Surveillance					
Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate)	N				
Respiratory sensitisers (e.g. isocyanates)	N				
Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel)	N				
Animals	N				
Cytotoxic drugs	Y		X		
Risks requiring Other Health Surveillance					
Radiation (>6mSv)	N				
Laser (Class 3R, 3B, 4)	N				
Dusty environment (>4mg/m3)	N				

Noise (over 80dBA)	N				
Hand held vibration tools (=>2.5 m/s2)	N				
Other General Hazards/ Risks					
VDU use (> 1 hour daily)	Y				X
Heavy manual handling (>10kg)	Y		X		
Driving	N				
Food handling	N				
Night working	N				
Electrical work	N				
Physical Effort	Y			X	
Mental Effort	Y				X
Emotional Effort	Y				X
Working in isolation	Y				
Challenging behaviour	Y		X		