

Clinical Capabilities

- Consolidates and develops confidence in clinical practice in a specified practice area
- Begins to develop specialist skills and expertise
- Acts as an agent for change by evaluating evidence and influencing local practice development, audit and education to improve patient pathways
- Supports translation of research findings and implementation of evidence-based

- practice within own practice setting by seeking out opportunities to enhance service development and evaluation
- Contributes to the development of local policies and implements national guidelines
- Challenges practice through skilled observation, analysis, synthesis of internal and published evidence and evaluation outcomes, using supportive, collaborative and participatory strategies

Early Career

- Delivers and influences quality and efficiency of care through leadership in specialist clinical area
- Continues to develop own specialist practice and expert clinical knowledge base
- Acts as an internal and external clinical resource to other staff and students in specialist clinical area advising on evidence-based pathways and outcomes

- Leads others to solve complex patient problems through an understanding of research, knowledge transfer, change management and clinical leadership processes
- Builds strong clinical networks
- Leads quality and clinical efficiency initiatives to inform and update clinical programmes of care

Mid Career

- Provides expertise and leadership in own clinical practice area based on national and international reputation
- Makes a significant contribution to improving patient outcomes, patient experience and organisational culture through promoting evidence based practice

- Develops and implements new services and policies with an impact beyond own service area
- Leads service transformation at an organisational level
- Acts as a source of advice and guidance to specialist clinicians, leading and directing change to patient care based on best available evidence

Senior Career

Clinical and Research Responsibilities

- Assesses, plans, implements and evaluates clinical care for patients/clients
- Supports research projects in own clinical area
- Contributes to established research groups/networks
- Contributes to undergraduate teaching and supports implementation of research into practice

Clinical and Research Responsibilities

- Holds specialist caseload and leads changes to practice and service using specialist expertise
- Identifies and develops research programme relevant to practice area
- Is Co-Investigator and subsequent to this Chief Investigator on grant application(s)
- Works with clinical team to appraise and support implementation of evidence based approach to practice
- Mentors and supervises doctoral students
- Contributes to research development of clinical workforce and under and post graduate education
- Contributes to Research Excellence Framework through income and publication
- Contributes to undergraduate teaching and supports implementation of research into practice

Clinical and Research Responsibilities

- Provides clinical and professional leadership of an area of specialism across HEI and NHS organisation
- Leads the development and implementation of highly specialised programmes of care
- Provides expert clinical advice across the organisation, wider health & academic community
- Leads organisational identification of research priorities
- Leads research programme at national and international level
- Leads supervisory and mentorship teams for early, mid and senior clinicians and academics
- Contributes to Research Excellence Framework through strategic leadership of programme of national/international research
- Leads NHS organisation nursing, midwifery and AHP research strategy

Research Capabilities

- Takes a lead in a specific area of research activity (e.g. data collection, knowledge translation) within the practice setting
- Identifies and develops local research and clinical networks to develop an evidence-based culture to improve patient outcomes and experience
- Develops own research knowledge and skills within clinical and academic teams through journal clubs etc.
- Supports learning and teaching of individuals or groups of learners relevant to area of clinical academic interest

- Uses own practice experience to identify clinical research issues as the basis for own doctoral research work and to inform research agenda in own practice setting
- Critically appraises evidence and evidence-based guidelines, drawing on knowledge of patient need, practice environment and research to inform and develop own practice and that of others
- Develops systematic reviewing skills to identify, critically appraise and synthesise in order to inform solutions that address clinical practice issues

Early Career

- Plans, develops and conducts innovative and high quality clinical research collaborating within and across NHS and HEI organisations
- Seeks to collaborate with established researchers on relevant projects and contributes to grant applications and then in time write own grant applications as Chief Investigator
- Establishes and maintains own research networks to facilitate engagement in research programme
- Advances delivery of evidence based practice through educational development and delivery in the service or educational setting

- Acts as a credible clinical academic in delivering and facilitating education within and between the HEI and NHS
- Begins to develop a focused programme of research building on previous research undertaken using detailed knowledge of the context of clinical care and different research methods and designs
- Raises own, NHS and university profile through dissemination of new knowledge by presentation and publication in peer reviewed journals
- Builds on capacity and capability by acting as mentor for early career clinical academics and supervisor of doctoral students

Mid Career

- Plans and leads the direction and development of own programme of clinical research in specialist area
- Chief Investigator on a substantial programme of clinical research, establishing and building major collaborative partnerships with other institutions or external bodies
- Proactively develops, manages and supervises research teams
- Acts as a role model and leads a culture that supports evidence-based service transformation
- Develops and sustains an international reputation in area of clinical research,

- demonstrated through leading and securing major funding and publishing in international peer reviewed journals
- Holds strategic and/or corporate responsibility for leading and informing development, delivery and policy relevant to clinical academic expertise
- Pursues opportunities to develop research informed teaching and promotes a teaching culture that links research and practice
- Develops other senior academic and clinical staff and brokers opportunities for others to develop clinical academic careers

Senior Career