

Agenda for Change: Job Description

Post Title:	Clinical Professor
Directorate/Department:	Relevant care group e.g. Cancer Care & Trust Executive
Grade:	AfC Band 8d, 9 (University ERE7)
Hours Per Week:	0.5 WTE Trust & 0.5 WTE University of Southampton (substantive employer either Trust or University)
Accountable to:	Trust: Director of Nursing University: Dean of relevant Faculty
Accountable for:	Own professional actions Research leadership of nurse, midwife and allied health professional clinical academic staff Managerial leadership of research team(s) Professional leadership of nurses in chosen specialist area of practice
Main Purpose:	Assess, plan and implement highly specialised programmes of care and provide specialist advice, education and support to patients, relatives and other healthcare professionals. Lead change in clinical practice through development and implementation of multi-professional care initiatives using research findings to inform, develop and improve care pathways Contribute to the senior nursing leadership of clinical excellence in a specified service Design, plan and deliver programme of research directly aligned with specialist area, supervising work of research team Lead nursing and AHP input into the Trust R&D strategy, acting as the strategic lead and expert for nursing and AHP related aspects of research within the Trust Develop clinical academic leadership capacity of nurses and allied health professionals across the Trust Contribute to the Trust' nursing strategy, with a specific responsibility for development and delivery of aspects related to R&D
Key Working Relationships:	Deputy & Associate Director(s) of Nursing Divisional Heads of Nursing Matron(s), Nurse Consultant(s) and specialist nurse(s) involved in managing care of relevant patient group Nurse, midwife and allied health professional clinical academics Director of R&D Senior academics with expertise in chosen area of research (University) Professorial colleagues, Heads of Research Group, Directors of Education (University)
General Duties:	Primary responsibilities and activities <u>Clinical Practice [adjust dependent on sphere and nature of practice of individual - this particular description assumes a caseload. A different description if a Head of Nursing or Deputy/ Associate Director would be required]</u> 1 Practice at an advanced level, exercising a high degree of personal

autonomy in managing the complex needs of a specific patient group

- 2 Take responsibility for initial contact with patients/carers from the time of referral to provide specialist nursing advice and practical and psychosocial support.
- 3 Holistically assess and identify complex health and psychosocial needs of individual patients, and plan programmes of care to meet these needs, in partnership with patients, family caregivers and colleagues.
- 4 Establish and sustain nurse led clinics/services and carry a patient caseload as appropriate, to agreed referral/discharge criteria. Effectively work in partnership with other professionals and make direct referrals to other practitioners as required.
- 5 Deliver knowledgeable nursing care to patients in agreed practice settings, working as part of nursing teams and in partnership with ward and departmental clinical leaders.
- 6 Provide appropriate information and education to patients and their families to promote health and encourage self-management and participation in planned programme of treatment and care.
- 7 As an expert practitioner act as a resource point for all nurses and other members of relevant multidisciplinary teams
- 8 Use advanced communication skills to impart sensitive, complex and potentially distressing information to patients and carers, and provide them with advice and emotional support.
- 9 Maintain adequate patient documentation to NMC requirements for all patients seen and advice given in any practice setting and collate and record clinical activity/data collection as required.
- 10 If registered as an independent prescriber, prescribe medication as appropriate according to your code of practice, legislation and Trust Policy.

Leadership and Management for Effective Care

- 11 Be at the forefront of leading innovative practice, inspiring colleagues to implement practice change
- 12 Lead evidence-based service transformation and play key role in implementing policy initiatives to improve care and outcomes of a specific patient group
- 13 Act as a change agent by influencing and motivating colleagues to fulfill their potential
- 14 Directly lead the development of Trust strategy for clinical research for nursing, midwifery and the allied health professions ensuring it is consistent, where appropriate, with University
- 15 Deliver a specific corporate programme of work for nursing, midwifery and the health professions
- 16 Contribute to the development and review of Trust strategy in collaboration with corporate nursing and R&D, paying special attention to research-related and knowledge translation aspects

- 17 Act as leading expert, having been recognised as an outstanding authority in particular subject, including government, healthcare organisations, non- governmental organisations and industry

Working across Professional and Organisational Boundaries

- 18 Develop and sustain external research and practice networks and represent the Trust and University at a national and international level in order to enhance reputation of both organisations.
- 19 Provide professional nursing consultancy advice in area of expertise to local and national healthcare economy
- 20 Share knowledge of developments and initiatives to improve and influence at the level of the local health economy, as well as regionally and nationally

Evaluation and Research

- 21 Make a significant contribution to the development, co-ordination and implementation of research & development activities and policies, especially Trust strategy for non-medical research
- 22 Plan and lead large scale research bids of outstanding quality and international repute in a subject area of strategic importance to the University and Trust
- 23 Develop and make a leading contribution to collaborative research partnerships with other higher education institutions or other external partners
- 24 Act as principal investigator on major, multi-site, multi-institutional projects that together form a coherent programme of research, taking responsibility for all aspects of design, execution and impact of the programme
- 25 Lead teams of research staff and resource management processes and budgets necessary to deliver research plans
- 26 Disseminate and explain research findings through leading authorship of peer reviewed internationally well regarded publications and delivering invited presentations at scientific meetings of significance
- 27 Provide expert advice and subject leadership, assuming responsibility for supervising teams of early and mid-career researchers.
- 28 Lead the development of strategies for knowledge translation, dissemination and enhancing the impact of research in subject area locally, nationally and internationally, including academic and professional publications.
- 29 Undertake activities that sustain and enhance research reputation in the UK and globally through conduct of high quality, novel programmes of research.

Developing Self and Others

- 30 Assess the research training and development needs of healthcare professionals in the Trust and work in close collaboration with corporate education & Training lead and partner HEI(s) to develop and implement

strategy to meet these needs.

- 31 Identify, support and coach those interested in, and committed to, developing a clinical academic career and other senior healthcare professionals.
- 32 Contribute to education, training and learning opportunities for healthcare professionals at undergraduate and postgraduate level in area of specialism, both in classroom and clinically, and undertake supervision of higher degrees.
- 33 Be proactive in developing and improving own knowledge, skills and attitudes in structured ways, including clinical supervision, mentorship and participating in 360 feedback and integrated Trust/University Individual Performance Review.

All employees must abide by the guidance set out in the NHS Code of Conduct and Standard Business Conduct for NHS Staff (HSG 93/5), as amended or replaced from time to time. Managers must also comply with the NHS Code of Conduct for Managers.

All clinical professionally regulated staff must abide by the codes of conduct issued by their respective regulatory bodies (e.g. NMC, GMC, HPC) and ensure that they maintain updated registration as required by the role.

Health and Safety:

Staff are reminded of their responsibility to take care of their own personal safety and others whilst at work. In addition, no person shall interfere with, or misuse anything provided in the interests of health, safety and welfare

Infection Prevention and Decontamination of Equipment:

All staff are reminded of their responsibility to adhere to Trust and Departmental Infection Prevention Policies, including policies for the cleaning and decontamination of equipment, in order to protect their own health and that of other employees, visitors and patients.

Child Protection/Safeguarding

All staff providing services to patients and children are reminded of their responsibility to adhere to Trust and Departmental Child Protection and Safeguarding policies including employment checks.

Confidentiality

All employees of University Hospital Southampton NHS Foundation Trust are reminded of the need to treat all information, particularly clinical and management information, as confidential.

Any employee who wilfully disregards Trust and Departmental policies may be liable to serious disciplinary action including dismissal.

This job description will be reviewed yearly as part of the annual individual performance review, to ensure that it reflects the responsibilities of the post. No changes will be made without full consultation with the postholder.

Last Updated

08 September 2016

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