



Royal Hospital for Neuro-disability Job Description

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| Job title: | Research and Clinical Fellow |
| Department: | Medical |
| Salary grade: | tbc |
| Responsible to: | Medical Director, Associate Director of Research |
| Responsible for: | Delivery of research to a high standards Provision of a high standard of medical care under consultant supervision |
| Behavioural Framework: | Employee |
| contract | 1-2 year, potentially renewable, full time |

Scope

The Royal Hospital for Neuro-disability (RHN) is a leading national centre of excellence, providing services for people with brain injury and complex needs. RHN services include rehabilitation, disability management, long-term ventilatory support, the management of challenging behaviours, long term care and end of life care.

Service provision is under-pinned by a strong research and education programme and the RHN actively encourages involvement of its staff and patients in research activity. As part of its expanding programme the RHN is increasing the number of research active staff and is currently collaborating with a number of external organisations on a range of research projects.

This is a relatively new post and for 2 out of 5 days per week you be work with internal and external collaborators to develop and deliver innovative research projects. This may include working in collaboration with external academic organisations as part of multi-site projects or involvement with ongoing internal projects. You will work under the supervision of our medical research lead and be supported to gain further skills in research methodologies. There will also be opportunities to develop quality improvement and audit projects focused on the translation of research findings into clinical practice.

In addition, for 3/5 working days you will provide day-to-day patient care under the supervision of a Consultant and working closely with other members of the multi-disciplinary team. There are opportunities to work within our Brain Injury Service, and Neuro-behavioural Service and to gain experience in spasticity management and the assessment of people with disorders of consciousness. The clinical role may involve rotating to other clinical service areas.

You will participate in a 1 in 7 on call role, which can be undertaken from home.

You will be encouraged to participate in a service improvement programme and in our educational activities.

There is a probation period of three months and a review of service and research needs at 12 months.



Main objectives of the Role

You will

1. establish working relationships with internal and external collaborators working in research within the RHN
2. working with colleagues develop and deliver research projects aligned with the RHN's research strategy
3. develop and deliver high-quality research outputs including posters and publications
4. be involved in the translation of research findings into clinical practice
5. participate in and contribute to agreed educational activities

You will also

6. provide day-to-day clinical management in the Brain Injury Service and the Neuro-behavioural Service
7. contribute to multi-professional rehabilitation/disability management/long term care plans
8. lead multidisciplinary team case conferences and meetings
9. support pre-admission and pre discharge processes
10. communicate with and provide support for patients and their families, carers and those close to them
11. provide clinical reports
12. provide out-of-hours on-call cover
13. provide cover for other medical staff during periods of illness or leave.

You must

14. understand the RHN's values and lead by example
15. demonstrate an awareness of RHN's strategic objectives and contribute to their achievement
16. maintain high standards of record keeping
17. keep up to date in your practice and participate in medical appraisal and revalidation
18. at all times comply with the GMC's requirements set out in 'Good Medical Practice'
19. demonstrate high standards of professional behaviour including
 - a. ensuring that the patient is your first concern
 - b. a commitment to quality and safety
 - c. collaborative team working
 - d. openness and transparency
 - e. fairness, honesty and integrity
 - f. developing insight into your strengths and weaknesses
 - g. a commitment to reflection and learning

Person specification: Essential and Desirable

Essential

1. full Registration with GMC



2. experience of working in a multi-disciplinary team
3. excellent communication skills
4. a team player with high ethical standards
5. a mature, balanced, reasonable, and where necessary assertive approach
6. experience of managing acute medical deterioration
7. an interest in the management of severe brain injury
8. a curiosity and motivation to understand more about neurological disorders and neurological disability
9. an understanding of basic research methodology and statistics
10. experience in presenting or publishing research findings
11. a working knowledge of statistics relevant to basic research
12. an understanding of safeguarding
13. an ability to conduct audits to complete audit cycle
14. familiarity with IT including Word, PowerPoint, Excel

Desirable

15. MRCP or equivalent
16. Experience in the field of neurological rehabilitation or general medicine
17. Experience in presenting at conferences

Employee Behavioural Framework

Working Collaboratively for RHN

Demonstrating our values and working together to deliver the best possible service for patients and customers.

- I share information within my team.
- I will ask for assistance if I need help.
- I work with my team to resolve problems.
- I am willing to learn new skills.
- I offer help to my team if they need it.

Achieving our Potential

Developing our skills and knowledge, reflecting on successes and set-backs, and demonstrating a commitment to development at RHN.

- I take personal responsibility for my tasks
- I seek opportunities for personal development
- I am willing to carry out new tasks if required
- I suggest improvements and new ideas
- I know what I'm good at and where I need to improve.

Preparing for the Future

Looking forwards, reflecting on current activities, accepting change and being part of a culture of continuous learning and improvement.

- I know what areas I need to improve
- I reflect on my team's successes and challenges



- I am willing to learn to broaden my skills and knowledge

- I speak up in team meetings and express my views

Leading by Example

Acting as a role model and setting an example that motivates and inspires others at RHN.

- I take pride in what I do
- I am punctual
- I try not to let my team down and ask for support when I need it

- I'm a good team player
- I improve my knowledge by learning from others

Committing to our Patients & Customers

Providing high quality patient care and customer service to patients and customers, and treating them with respect, dignity and consideration.

- I demonstrate a positive attitude
- I am proud of the work I do
- I always promote a positive image of the RHN

- I respond in a timely manner
- I share knowledge with my team
- If I cannot answer a question, I'll ask my nearest colleague to help

The job description is not exhaustive and will be reviewed in light of changing needs and organisational development, in consultation with the postholder.

I have read, understood and accepted the responsibilities, expectations and behaviours outlined above.

Signed:

Date: