Job Title: Band 8 b-c-d  
Consultant  
National Profile: Clinical Researcher

**Job Statement:** (Up to 4 Key elements)

Manage external and internal research and development projects/programmes, ensuring quality of development, design and implementation.

Holds research budget/delegated budget responsibility, participate in obtaining funding for research and development within the organisation/service.

Act as a source of expertise and guidance on research and development projects/programmes across the organisation and the wider health & academic community; develop clinical practice and service; disseminate research findings & promote research culture.

Work in partnership with academic institutions to develop education and training of own or other health professionals.

Acts as a source of advice and guidance to specialist clinicians directing change to patient care/ may carry own specialist case load to inform research.

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<th>Factor</th>
<th>Relevant Job Information</th>
<th>Job Level</th>
<th>JE Score</th>
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| 1. Communication & Relationship Skills | **Provide and receive highly complex sensitive or contentious information; significant barriers to understanding; Presenting complex, sensitive or contentious information to a large group.**  
Communicate highly complex and contentious condition related information to patients or other health professionals/research staff/ presents research orally or published externally to national/international audiences | 5(a)(b)   | 45       |
| 2. Knowledge, Training & Experience   | **Advanced theoretical and practical knowledge**  
Specialist knowledge of research techniques, analysis and use of information; plus advanced knowledge of specific clinical conditions underpinned by degree and post-graduate level research, study and experience to doctorate level equivalent | 8 (a)     | 240      |
| 3. Analytical & Judgemental Skills    | **Highly complex facts or situations requiring analysis, interpretation, comparison of a range of options.**  
Analysis and interpretation of highly complex statistical, analytical, research outcomes; judgements regarding a range of clinical issues and/or highly complex patient conditions. | 5         | 60       |
| 4. Planning & Organisational Skills  | **Plan and organise complex activities or programmes, requiring formulation, adjustment /Plan and organise broad range of complex activities;ormulates, adjusts plans or strategies**  
Plan and co-ordinate significant multi-disciplinary research activities Plan and co-ordinate large scale research projects or programmes | 3-4       | 27-42    |
| 5. Physical Skills                   | **Developed physical skills; advanced sensor y skills manipulation of objects, people; narrow margin for error/Highly developed physical skills, high degree of precision.**  
Use of clinical equipment, physical skills to assess and diagnose patients/dexterity, co-ordination and sensory skills for assessment & treatment of patients, clients e.g. manipulation, suturing, intubation. | 3(a)-  
(b) -4  | 27-42    |
| 6. Responsibility for Patient/Client Care | **Develops programmes of care/care packages;specialist programmes/care packages; provides specialist/highly specialised advice in relation to care; provides clinical/ technical services;**  
Assess, diagnose and implements care for patients, clients in a specialist area;carries out specialist/highly specialist therapeutic or diagnostic procedures; provide specialist/ highly specialist advice to staff or patients, clients concerning care | 5- (a)  
(b)  
(c) -6  | 30-39    |
| 7. Responsibility for Policy/Service Development | **Propose policy or service changes, impact beyond own area.**  
Develops policy for speciality, impacts on other areas/agencies. | 3        | 21       |
| 8. Responsibility for Financial & Physical Resources | Authorised signatory, small payments/ Holds delegated budget /Hold budget for a department, service
Manages delegated research budget/ Holds research budget. | 3(d) | 21-32 |
| 9. Responsibility for Human Resources | Day to day management; teach/deliver specialist training
Manage research team; delivers specialist training in clinical or research methods. | 3(a) (c) | 21 |
| 10. Responsibility for Information Resources | Regular requirement to develop or create reports, documents
Use advanced software to create reports; analyses and manipulates data | 3 | 16 |
Initiates research programmes/ impact across NHS and outside | 4-5-6 | 32-45-60 |
| 12. Freedom to Act | Broad occupational policies/General policies, need to establish interpretation
Works within codes of practice and guidelines,, accountable for own professional action, lead practitioner /Interprets national policies for specialist area | 4-5 | 32-45 |
| 13. Physical Effort | Frequent light effort for several short periods/Occasional light effort for several long periods;
Pushing or lifting equipment | 2(a)(b) | 7 |
| 14. Mental Effort | Frequent concentration; work pattern predictable
Concentration for assessment of patients, treatments and for research activities | 2(a) | 7 |
| 15. Emotional Effort | Occasional exposure to distressing or emotional circumstances
Patients with terminal illnesses, challenging behaviour, rare abnormalities,;managing change; time/budgetary pressures for research activity | 2(a) | 11 |
| 16. Working Conditions | Occasional unpleasant conditions;
Odours, fleas, lice | 2(a) | 7 |

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