



Job Title: Clinical Associate Professor in Children’s and Neonatal Nursing (Research focused)

Grade: 9

Salary: £58,596 to £65,814 per annum

Department: School of Healthcare

Hours/Contract: Full-time, Permanent

Reference: 10937

Role Purpose

The post holder will be employed to lead health and care research within University Hospitals of Leicester NHS Trust and build research capacity within the School of Healthcare. The successful applicant will be expected to support both University Hospitals of Leicester NHS Trust and the University of Leicester to meet their longer-term strategic objectives of improving care for patients through clinical practice and research and raising the profile of the School of Healthcare through being returnable within the 2029 Research Excellence Framework.

The successful applicant will therefore be expected to have extensive professional experience in the field of nursing (children’s and neonatal care) and with an established reputation and a clear record of impact.

The post holder will work autonomously and independently to lead own tasks and goals and/or tasks and of others. The post holder will be responsible for managing staff/resources and the finances with their own research programmes.

They will be expected to support and mentor junior colleagues to develop their own expertise in child health/neonatal care and therefore contribute to widening expertise within the discipline.

Main Duties and Responsibilities

Joint Job Plan

The weekly duties of the post holder will be split 50/50 between the University of Leicester and the UHL Trust. The exact days to be worked at each location will be agreed separately in consultation with the post holder & their University and UHL line managers.

World Changing Research

- Maintain an emergent portfolio of internationally recognised publications that are world-leading in terms of originality, significance and rigour as appropriate to the field or discipline, and which have an impact on society, economy, culture, industry, government, policy or practice
- Engage in research and enterprise leadership, making significant contributions to promoting and embedding an inclusive and respectful research culture
- Secure sustained external research income on an individual and collaborative basis, as appropriate to the field or discipline





- Provide high quality PGR supervision and training, contributing to securing funding for postgraduate and early career researchers and increasing PGR recruitment within the subject discipline
- Participate in and lead strategic national and/or international research networks, partnerships and collaborations
- Support the research development of PGRs and colleagues, through mentoring, coaching and training

Our Citizens

- Contribute to initiatives and activities that inform national and international policies and decisions, generating a positive impact beyond the University and making a tangible contribution to society.
- Clinically credible providing high quality family centred care and Support the education strategy for the neonatal unit and career development for neonatal nursing
- Support development of clinical policies, guidelines and audit and Support the development of UHL/UoL Institute for Excellence in Healthcare
- Contribute to the practice or debate around policies or practice, based on research evidence and/or scholarly activity
- Participate in public engagement activities, including authoring articles in non-research publications and online, which raise the external profile of the University and share the benefits of Higher Education and research
- Actively engage with the academic discipline both nationally and internationally, undertaking roles on external committees, reviews and panels and/or contributing to conferences and volunteering initiatives which demonstrate impact beyond the University
- Participate in and undertake leadership roles at School of healthcare and University Hospitals Leicester NHS Trust contributing to management and administrative processes and committee structures
- Lead and support the recruitment, management and development of staff and students, through coaching, mentoring and supporting recruitment activities
- Bring prestige to both University Hospitals of Leicester NHS Trust and the University through representing the University at National/International events
- Coach and mentor colleagues in the development of new techniques and novel approaches

Internal and External Relationships

- Develop mutually beneficial, effective relationships across other Schools/Departments in the University and with national and/or international partners, that support and deliver the University strategy.
- Represent the University nationally and internationally, including at committees, conferences and meetings.





- Build and sustain relationships with external bodies to develop the School/Department's/UHL impact agenda.
- Coordination with central University offices.
- NHS staff
- NHS patients

Planning and Organising

- Shape the strategic direction in the research area, developing clear long term (many months/years) plans for sustaining and enhancing the research programme.
- Long term planning and organisation of the delivery of teaching and assessment.
- Participate in the departmental operational planning process, supporting the strategic direction of the Department/School and College.

Accountability and Reporting Arrangements

You will be responsible for all academic activities to the Head of the School of Healthcare and accountable to the PVC & Dean of the College and to the University.

For all clinical/NHS duties you will be responsible to the UHL Chief Nurse & the Women's & Children's CMG.

Qualifications, Knowledge and Experience

Essential

- PhD (or near completion) in a related subject area or significant relevant experience*
- Active registration with the Nursing and Midwifery Council (UK) for Children's nursing*
- Extensive research experience and achievement, reflected in high reputation in the UK and internationally*
- Qualification in Specialty – Neonatal Nursing*
- A Higher Education Academy fellowship or an Equivalent Teaching Qualification*
- Extensive experience and demonstrated success in planning and building a team and delivering results
- Substantial contributions in research and/or subject expertise and leadership *
- Experience of project management of a research programme, where relevant *
- Papers suitable for return within the next REF or a clear plan to deliver papers of a suitable quality within the required timeframe*
- Track record of successful funding appropriate to the discipline

Desirable

- Experience of refereeing articles for peer-reviewed journals
- Experience of refereeing grant applications by research councils or other major funding councils.
- Member of local organisations, charitable board, learned societies, governing bodies and trusts and/or industrial Scientific Advisory Boards and Committees





Skills, Abilities and Competencies

Essential

- Evidence of successful collaboration and liaison with industry partners where appropriate*
- Proven ability to plan and lead the delivery of research programmes, to develop techniques and sources of funding*
- Proven problem solving capability*
- Evidence of current significant grant income*
- Ability to manage and deliver collaborative based research projects
- Commitment to Personal Professional Development in subject expertise
- Ability to contribute to successfully to securing research funding where applicable
- Evidence of working effectively as part of a team and the ability to work independently
- Evidence of working with, and building relationships, with internal and external stakeholders
- Excellent communication skills – written and verbal
- Evidence of working with, and building relationships, with internal and external stakeholders

****Criteria to be used in shortlisting candidates for interview***

Reason for Fixed Term Contract

The reason for the fixed term contract is stated in section 1.9 in the summary of contractual terms in your contract of employment.

Criminal Declaration and Disclosure and Barring Service (DBS).

If you become an employee, you must inform your manager immediately, in writing, if you are the subject of any current or future police investigations/legal proceedings, which could result in a criminal offence, conviction, caution, bind-over or charges, or warnings.

This post is exempt from the Rehabilitation of Offenders Act 1974 because the appointee will have substantial access to young people and/or vulnerable adults. Therefore, an appointment to this post will be subject to checking through the Disclosure and Barring Service (DBS). The successful applicant for this post will, therefore, be required to give consent for the University to check and obtain appropriate clearance with the DBS for the existence and content of any criminal record in the form of an Enhanced Adult & Child Barred list clearance

You will not normally be able to commence employment with the University until a satisfactory disclosure has been received from the DBS, or a satisfactory enhanced disclosure has been undertaken by the NHS within the last 3 years which is agreed as acceptable by both UHL and the University. Where a DBS has been undertaken by the NHS more than 3 years prior to commencement an assessment will be undertaken to determine if you are able to commence subject to a new DBS being undertaken.

Information received from the DBS and the police will be kept in strict confidence and will be destroyed once the University is satisfied in this regard.

Professional Requirements





You must be registered with the NMC, maintain appropriate personal professional indemnity and abide by the codes of professional practice for the duration of the post.

It is fundamental condition of employment that you hold and retain an honorary contract with University Hospital of Leicester (UHL) for the duration of your employment. It is your responsibility to ensure that you do not undertake any clinical work or research associated with the NHS prior to receipt of your honorary contract. It is the responsibility of an individual member of the clinical academic staff to advise the University immediately if his/her honorary contract is terminated or withdrawn or if he/she is at any time subject to disciplinary action under the honorary contract.

You will be required to hold a joint integrated job plan which will be reviewed annually and any changes mutually agreed between you, the UHL and the University; a first review after three months may be appropriate.

You are required to participate in joint annual appraisal, have active involvement in continuing professional development in line with best practice & maintain appropriate records such that NMC will grant successful revalidation of fitness to practice at the required time. You must provide evidence of successful revalidation to the College HR Office. Lapsing your registration may render you subject to disciplinary action and you cannot be lawfully employed should registration lapse.

You will be required to comply with all NHS employment checks and satisfactorily meet these requirements prior to commencement in post. You are required to comply with the appropriate occupational health procedures for the post which you are to undertake. Where the post requires that you undertake Exposure Prone Invasive Procedures any offer of employment is subject to satisfactory clearance from the Trust Occupational Health department and you cannot commence in post until satisfactory clearance has been received. Where the post does not require Exposure Prone Invasive Procedures you must provide evidence of attendance at a Trust occupational health interview within the first 3 days of commencing in post.

Infection Control

The UHL Infection control policy has achieved remarkable improvements with impressive reductions in hospital-acquired infection. You will be expected to be familiar with the policy/practice but also to show leadership to other colleagues especially juniors.

NHS Research Governance

Where it is determined that the duties of this post for the purposes of research involve work with the NHS, it is necessary to ensure that the performance of the duties attached to the post are covered by NHS research governance arrangements and the appointee must comply with all such arrangements, which may include occupational health clearance and DBS clearance.

Supporting University Activities

As a University of Leicester citizen, you are expected to support key university activities such as clearing, graduation ceremonies, student registration and recruitment open days. We expect all staff as citizens to work flexibly across the University if required.

University Values





Inclusive - We are diverse in our makeup and united in ambition. Our diversity is our strength and makes our community stronger.

Inspiring - We are passionate about inspiring individuals to succeed and realise their ambitions. We challenge our community to think differently, to get involved, and to constantly embrace new ideas.

Impactful - As Citizens of Change we will generate new ideas which deliver impact and empower our community

Equity and Diversity

We believe that equity, diversity and inclusion is integral to a successful modern workplace. By developing and implementing policies and systems that challenge stereotypes across all aspects of our work, we have a culture that recognises and values the diverse contributions of our staff which benefits everyone. Our strong values of inclusivity and equity support our efforts to attract a diverse range of high quality staff and students, and identify our University as a progressive and innovative workplace that mainstreams equity, diversity and inclusion.



Appendix

UHL Women's and Children's Clinical Management Group (CMG)

Women's & Children's CMG Clinical Director & Honorary Senior Lecturer	Dr Jonathan Cusack
Women's & Children's CMG Head of Nursing, Children's	Lou Evans
Women's & Children's CMG Deputy Head of Nursing, Children's	Clare Suart
Director of Midwifery	Danni Burnett
Head of Midwifery	Louise Wilde
Women's & Children's CMG Head of Operations	Oliver White

The Women's and Children's CMG includes the following services:

Women's

- Midwifery
- Obstetrics
- Gynaecology
- Clinical Genetics
- Neonatology

Children's

- Paediatrics
- Paediatric surgery
- Paediatric cardiology

The services are currently provided across all sites within University Hospitals of Leicester and the Community.

Midwifery

There is a midwifery led service at Melton Mowbray delivering approximately 250 women each year and within the two UHL Hospitals there are services for low-risk care led by midwives. There is a Birth Centre delivering 20% of in-hospital births at LRI and a strong ethos of normality across the service.

Gynaecology

There are sub-specialists in the following disciplines:

- Gynaecology Oncology





- Reproductive Medicine
- Urogynaecology

Sub-speciality training is provided in Gynaecological Oncology, Urogynaecology and Sexual and Reproductive Health. In addition, all Gynaecological ATSMs are offered. The LRI is the regional training centre for gynaecological ultrasound.

Infertility /ACU services

The Leicester Infertility Centre and Assisted Conception Unit was established in 1988 and offers infertility treatments, including in-vitro fertilisation (IVF), intra-cytoplasmic sperm injection (ICSI), surgical sperm retrieval, egg donation, egg sharing, surrogacy, donor insemination (DI) and intrauterine insemination (IUI) and services for viral positive patients. In addition, the Centre provides the Regional Andrology Centre and a sperm and egg cryo-preservation service for the Oncology Directorate.

Clinical Genetics

The department has a strong clinical background and close links with the world-renowned 5* University Department of Genetics. The laboratory has a strong research base in Molecular Genetics. There are four Consultants within the department.

Neonatology

Level 3 neonatal care is provided at the Royal Infirmary and Level 1 at the General Hospital site with shared Consultant care. The largest ECMO service in the UK is provided at the Glenfield Hospital. There are six dedicated Consultant Neonatologists and two who share duties with general paediatricians.

Paediatric Cardiology

This is provided at Glenfield Hospital but antenatal screening, diagnosis and counselling is also provided at Leicester Royal Infirmary where the Paediatric Consultant has a weekly session. The service attracts referrals from surrounding hospitals and Nottingham, and also provides training for Specialist Registrars from Nottingham.

