

Excuse me, I want to be a clinical academic can you help? a ViPER session

Professor Debbie Carrick-Sen ^{1, 3, 4, 5}

Dr Amelia Swift ^{2, 3}

Lisa Shepherd ¹

Amy Kerr ¹

1. Heart of England NHS Foundation Trust

2. University Hospital Birmingham

3. University of Birmingham

4. Florence Nightingale Foundation

5. AUKUH/NIHR

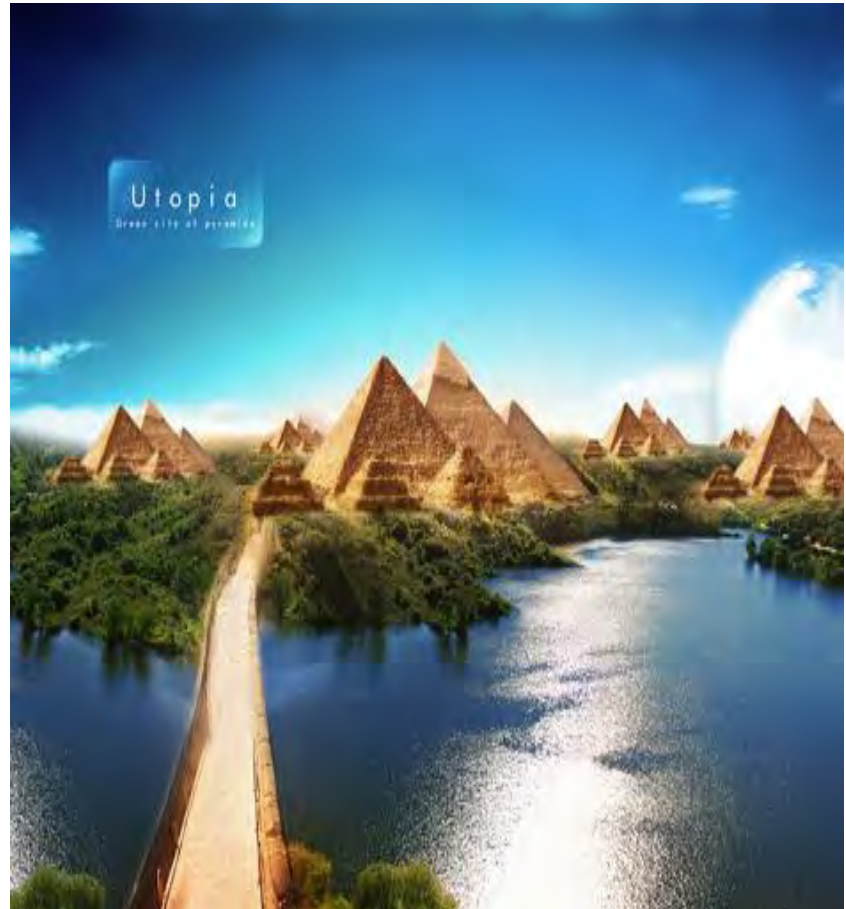
Email: d.carrick-sen@bham.ac.uk



The Clinical Academic

Clinical

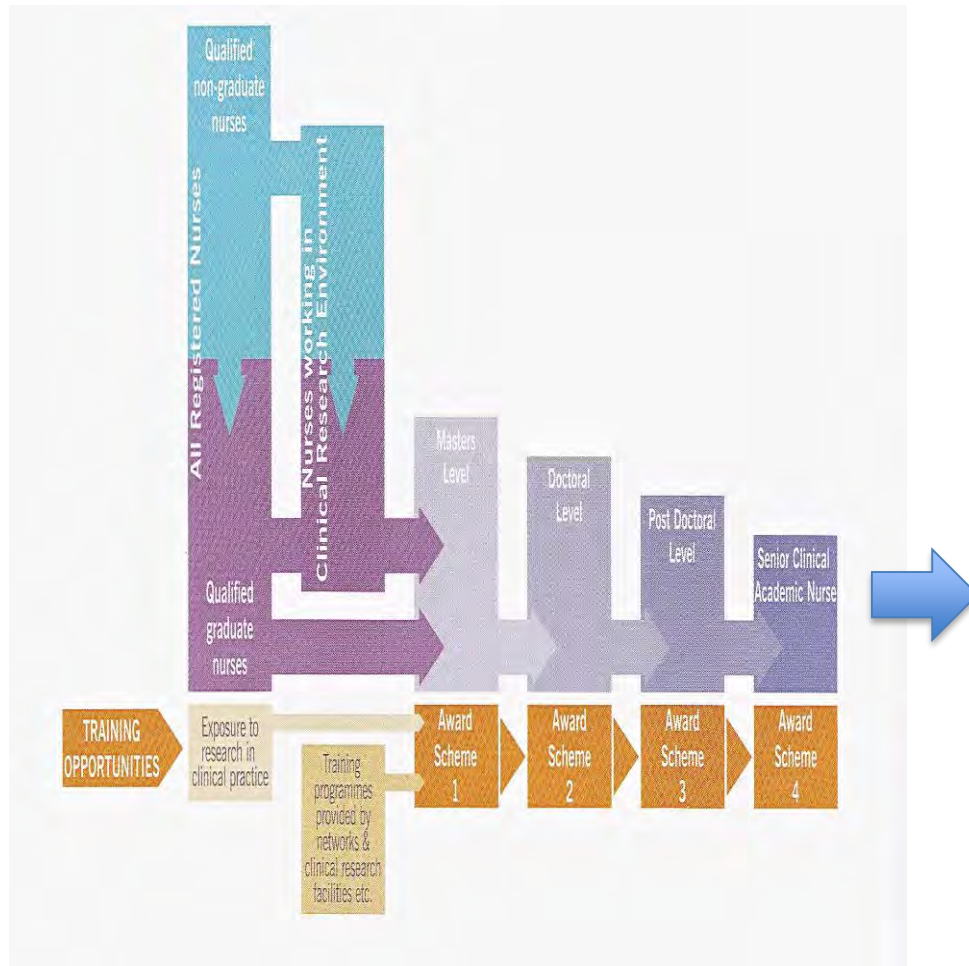
Academic



National Institute of Health Research (NIHR)

Clinical Academic Training Pathway

CAT > ICAP – Funded by HEE



Clinical Academic Training Pathway



AUKUH

service
development
training

Transforming healthcare through clinical academic roles in nursing, midwifery and allied health professions

A practical resource for healthcare provider organisations

AUKUH Clinical Academic Roles Development Group



<http://www.medschools.ac.uk/SiteCollectionDocuments/Transforming-Healthcare.pdf>

Helpful Information

Clinical Academic Careers Pathway Capability Framework for Nurses, Midwives and Allied Health Professionals

The Association of
UK University Hospitals

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

Mid Career

- 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

- 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

Senior Career

- 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

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 clinical 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 applications
- 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

Mid Career

- 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

- 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,

Senior Career

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



<http://www.nihr.ac.uk/documents/faculty/Building-a-research-career-handbook.pdf>

Launched 26th February 2016

<http://www.aukuh.org.uk/index.php/affiliate-groups/nmahs/pathway-capability-framework>

2 Minutes With ...



Amy
Pre
Masters
and
Masters



Lisa
Masters
to
Doctorate
Bridge



Amelia
Post
Doctorate



Debbie
Clinical
Professor

Amy's Story



Lisa's Story





Lisa's Story

In 18 months I ...



Completed 3 pilot projects

Obtained 3 grants

Submitted 2 papers

Identified leadership qualities

Enhanced my National role

Worked within a supportive MDT team

Developed my PhD proposal and training plan

Submitted an NIHR Doctorate fellowship application

Amelia's Story



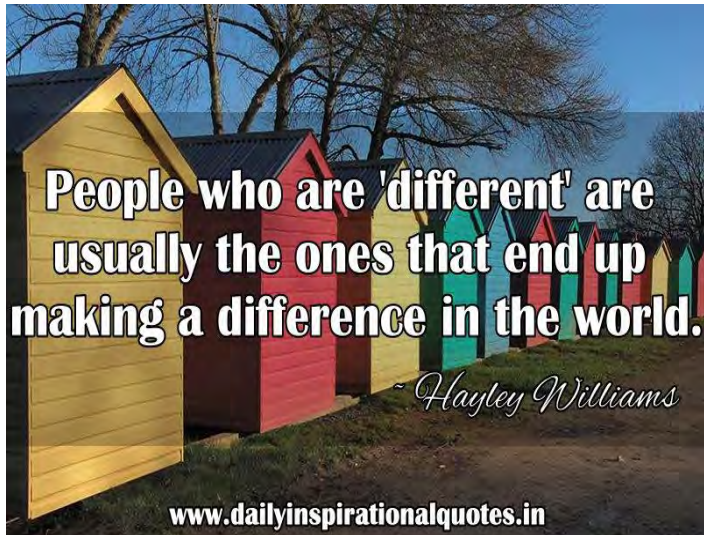
Debbie's Story

serendipity:

the affect by which
one **ACCIDENTALLY**
stumbles upon
something **fortunate...**
especially while
looking for something
entirely **unrelated.**

We do not get
unlimited chances
to have the
things we want.
Nothing is worse
than missing
an opportunity
that could have
changed our life.

I WILL PERSIST
UNTIL I SUCCEED



If it doesn't
challenge you,
it won't
change you.

curiano.com

"Synergy-
the bonus that
is achieved when
things work together
harmoniously."

— Mark Twain

Your Questions & Experience

I don't
know what
to talk about,
but I
wanna talk
to you.