

Job Description

Position/Job Title:	Clinical Professor / Clinical Associate Professor in Mental Health Nursing
Ref:	HSS438
Organisation:	Bournemouth University/ Dorset HealthCare
Normal hours per week:	Full time, open to applications on a part time and/or flexible basis
Grade:	Clinical Professor - Grade 11 & NHS AFC 8 C/B (subject to experience) Clinical Associate Professor - Grade 10 & NHS AFC 8C/B (subject to experience)
Accountable to:	Bournemouth University (BU): Head of Department of Nursing Science For Dorset Healthcare (DHC): Head of Nursing, Therapies and Quality for Mental Health, Learning Disabilities and Children, Young People and Families, Associate Director of Research and Development

Applicants are asked to indicate whether they wish to apply for the position at Associate Professor or Professor level.

Professorial roles are for experienced academics who can demonstrate a proven track record in leadership, a substantial body of impactful research and a significant portfolio of externally funded work.

Associate Professorial roles provide a distinct career path for experienced and successful academics who wish to advance their academic excellence in a chosen specialist subject through high quality output, and who can begin to make a leadership contribution in line with the strategic objectives.

Where the responsibilities below, are only applicable to Professorial applicants, this is indicated by way of an asterisk.

Job Purpose

The primary focus for this innovative joint appointment between Bournemouth University (BU) and Dorset HealthCare (DHC) is to enhance patient care through excellent research and knowledge exchange and capacity building in research-related activity, between the nursing teams at the NHS Trust and the University.

This will be achieved through collaborative working to lead day-to-day research leadership, coordination, mentorship and support to achieve research capacity building amongst the Trust and University nursing teams, measured against the jointly agreed research commitments and strategy of BU and DHC. This innovative post will meet a varied and vibrant portfolio of work commensurate to the grade of the postholder and supported through joint line management from BU and DHC.

The post holder will nurture and build a research culture within the mental health professional workforce that is inquisitive, curious, wishing to embedding research-based evidence to nursing practice. They will also generate cutting edge research questions and facilitate the delivery of research bids, and impact pathways that enhance the quality of mental health care. *For Professorial level, the postholder will provide leadership of this.

They will meet agreed high-level strategic commitments that will improve the experience and quality of care for those accessing mental health care services across Dorset.

Responsibilities

Provide research leadership, direction and support to grow a research community amongst the mental health nursing teams, ensuring co-delivery within an agreed framework of grass root generated and commissioned studies, reflecting NHS priorities. *At Professorial level, this would be by way of demonstrating outstanding leadership without close supervision.

Sit within the Department of Nursing Science (Faculty of Health & Social Sciences) at BU and within the Research and Development Team at DHC, with strong connectivity through clinical line management from the Directorate of Mental Health, Learning Disabilities and Children, Young People and Families;

Contribute to and proactively support Bournemouth University (FHSS and Nursing Science) and Dorset HealthCare in the delivery of their strategic and shape operational research goals, especially enhancing the research culture and capacity building across both institutional teams to further their collaborative and synergistic development.

To fuse education, research and professional practice in a synergistic manner to deliver and enhance the student and external stakeholder experience.

Research, Scholarship and Clinical Practice duties

Lead the collaboration on research projects ensuring their effective management and delivery of outcomes. Leading on external bids and proposals that will promote the innovative development of Mental Health Services in Dorset. These areas should align to the strategic aims of BU (Nursing Science within FHSS) and DHC within the context of the system approach of NHS Dorset, to improve the quality of patient care.

Work collaboratively with the learning and development team at the Department of Nursing Science and related Faculty Research Centres and DHC where nursing teams are based at BU, applying subject expertise and knowledge to programme delivery and the evaluation of the impact of nursing and relevant multidisciplinary research upon day-to-day practice/patient and organisational outcomes.

Produce outputs from research appropriate to the discipline of Mental Health nursing that are recognised as excellent (REF 3*), making a significant contribution to the knowledge base of the discipline at a national level. *At Professorial level, research is expected at international level.

Engage with those accessing clinical services, hearing insights to practice that inform and progress co-development of innovative services, that draw on lived experience and cutting-edge mental health practice and related research developments.

As commensurate to the grade of the postholder, develop the capacity and capability for research and knowledge exchange activity across BU and DHC through mentoring, supporting and supervising clinical and nursing staff, promoting collaboration and mutual development across the NHS Trust/ BU nursing teams. To support novice and early career researchers to write and contribute to quality publications and deliver presentations at conferences. Their education focus at the University will primarily be on Doctoral research supervision (post graduate research students) to support capacity building.

Participate in local, regional and national mental health related research initiatives and represent BU and UHD at these levels.

Integrate and support the Learning and Development Team at DHC to identify and respond to research training needs of the Trust (particularly the nursing teams), assisting in identifying the best methods for delivering training and evaluation whilst linking to the existing and future partnership opportunities through the BU-DHC academic partnership.

Work as integral members of the relevant University's nursing research centre and its related research programmes as they evolve to support its programme development and promote productive collaboration between the University and NHS Trust nursing teams, and with wider multidisciplinary / professional input. The postholder will sit on the relevant Centre Leadership Group.

Work closely with all disciplines within Mental Health care setting, but with a focus on nursing staff/ teams, developing and delivering research and knowledge exchange activities which includes promoting appropriate adoption and effectiveness of the role of Principal /co-Investigator across the multidisciplinary team, albeit with a focus on nursing-related mental health care studies. They will work closely with the mental health nursing teams to promote mutual development, team building and exchange of expertise.

Disseminate conceptual and complex ideas to a wide variety of audiences including the general public using appropriate media and methods to promote understanding and engagement, with a priority given to high quality publication output. Focus will include the development of research impact pathways to ensure that research activity informs patient and organisational quality outcomes.

As commensurate to the grade of the postholder, contribute to the strategic development and planning to secure research and development income and high-quality external funding bids to secure future research progression and development through the BU and DHC partnership.

Identify and facilitate opportunities for strategic enhancement of new resources to support the development of both newly qualified staff through to post-doctoral staff across both BU and DHC. They will support the Clinical Leads in the promotion and dissemination of research evidence, especially relevant to nursing practice, within Dorset Healthcare. They will raise awareness and understanding of clinical research evidence priorities and development opportunities relevant to mental health clinical teams and amongst the nursing team at Bournemouth University.

Balance the competing pressure, expectation and demands and deadlines from across two organisations, especially through the synergistic development activity, that has mutual benefit for both the Trust and University nursing teams. At all times demonstrating the behaviour and attributes of a compassionate leader and professional role model.

Maintain personal and professional development and so understand and meet the changing demands of the ever-changing mental health care and clinical settings.

Work collaboratively with a variety of external stakeholders to help develop and grow a balanced portfolio of research engagement activities and research/evaluation studies.

Provide ongoing information, education and support to the wider Dorset HealthCare staff regarding personal development and research opportunities.

Maintain appropriate professional registrations and act in accordance with related codes of Professional Conduct.

Information Governance Responsibilities

Data User

Comply with the associated data protection, information security, information management and information technology regulations, policies, processes and procedures.

Additional Information

The purpose of the job description is to indicate the general level of responsibility and location of the position. The duties may vary from time to time without changing their general character or level of responsibility.

BU is an equal opportunities employer which values a diverse workforce. The post holder must at all times carry out their responsibilities with due regard to the University's Equality & Diversity Policy Statement.

Our highly skilled and creative workforce is comprised of individuals drawn from a broad cross section of the globe, and who reflect a variety of backgrounds, talents, perspectives and experiences to build our global learning community. Through fused activity, the postholder must have an understanding of and commitment to promoting a global outlook.

All employees have an obligation to be aware of and comply with the Universities Sustainability Policy, Carbon Management Plan and associated documents, and to ensure that whilst at work that they

demonstrate the adoption of sustainable habits or practices and carry out their day-to-day activities in an environmentally responsible manner.



Person Specification

Position / Job Title: Clinical Professor/Associate Clinical Professor in Mental Health Nursing Post No: HSS438	
Faculty / Service: HSS	Date: December 2023
SELECTION CRITERIA	Essential / Desirable
Qualifications	
Expertise in subject area (Nursing) – a relevant doctorate or equivalent is the normal expectation	E
Current NMC Register entry as Registered Nurse	E
External peer recognition of esteem (invited keynotes, conference organisation, editorships, fellowships, board membership, awards, excellence in KTP project delivery)	E
Non-medical prescriber	D
Relevant teaching qualification	D
Experience and achievement	
Research publication record recognised at international level in terms of originality, significance and rigour, (equating REF 3* + outputs)	E
Sustained record of successful PhD completions	E
Track record of securing research grants	E
Leadership of major international research studies through to completion	E
Mentoring of colleagues and post graduate students to develop successful research proposals	E
Key member of national/international professional body committees, membership of policy and advisory committees in areas related to mental health/ nursing/ research (eg NHS, government)	E
Portfolio of evidence to support outstanding professional practice activities such as collaborative practice development, projects leading to major changes to practice, high quality outcomes, sustained consultancy activity and securing of external funding	E
An established network of contacts with relevant local, regional and national partners that enhances and develops professional practice/ research at the leading edge of current understanding	E
Demonstrable track record of development of professional practice/expertise in own subject area, in essence redefining practice	E
Significant knowledge, skills and competency gained working at a senior level across a range of mental health clinical practice areas	E
Experience of nurturing curious and inquisitive evidence-based practice through clinical engagement and education	E
Proven development of innovative, successful pathways through frameworks or learning tools of national significance	E
Experience of delivering quality improvement initiatives and audit and embedding to practice	E
Demonstrates skill to proactively initiate, lead and bring others with them as projects progress	E
Demonstrates consideration and challenge of ethical engagement within a mental healthcare setting	E
Experience of authoring clinical practice documents e.g., SOPs, policies & competency documents	D
Experience of developing IT solutions to enhance nursing practices	D
Experience of working with industry to bring products to market	D
Technical Skills and Competencies	
Ability to work autonomously across primary/ secondary health care	E
Able to work as part of multidisciplinary team	E
Ability to teach and mentor all staff grades	E
Demonstrate excellent communication and interpersonal and presentation skills	E

Understanding of current NHS issues and initiatives	E
Good Information Technology skills	E
Understanding of health informatics and quality metrics	E
Demonstrate ability to write effective business cases	E
Knowledge	
In depth understanding of current mental health challenges in practice	E
Experience of staff management & development	E
Understanding of NMC / Codes of professional practice and conduct	E
Understanding of research governance and associated frameworks	E
Demonstrates understanding of the impact of regional demographics / health inequalities on access to mental healthcare settings	E
Experience in co design and production with PPI colleagues	E
Interpersonal skills	
Ability to lead and develop academic and clinical staff	E
Highly developed interpersonal and communication skills: ability to communicate highly complex, sensitive information and interact effectively with a range of stakeholders including patients, staff at all levels, students and external organisations	E
Mentorship skills with ability to coach colleagues, in education, professional practice, and research using a range of learning and teaching techniques	E
Ability to organise, prioritise and coordinate with others on a range of multifaceted issues where competing priorities and agendas are present	E
Demonstrates active listening skills and empathy	E
Promote collaborative working at local, national and international level	E
Demonstrates ability to constructively challenge and hold difficult conversations	E
Demonstrates understanding and tolerance of uncertainties and change within healthcare delivery	E
Excellent consultancy skills	E
Excellent statistical / qualitative analysis and problem-solving skills	E
Other requirements specific to the role	
Upholds and is role model for BU and Dorset Health Care core values	E
Commitment to promoting and achieving the University and NHS Trusts strategic targets and objectives	E
Personal Attributes	
Self-motivated, reliable and professional	E
Ability to proactively seek and respond to issues with a flexible, effective and, where appropriate, innovative solutions	E
Ability to prioritise, take and implement decisions to achieve agreed objectives	E
Ability to contribute to strategic development of both organisations	E
Strong commitment to an environment of clinical and academic excellence and positive student experience	E
Ability to prioritise and give rationale	E
Ability to present complex statistical information so that it is understandable to users without statistical expertise	E