National Institute for Health Research – Clinical Research Network

Job Pack – Theme Lead

Note for applicants – Please ensure that you include the relevant reference number for the post(s) for which you are applying in your covering letter/supporting information
Do you want to work for an outstanding organisation at the forefront of clinical research delivery?

The NIHR Clinical Research Network (CRN) provides the infrastructure that allows high-quality clinical research to take place in the NHS in England. This includes assisting researchers and funders to deliver their studies in the NHS, and supporting the research community to maximise the value of leading-edge approaches and techniques, so that patients can benefit from new and better treatments.

The CRN is a managed network consisting of a broad alliance including Guy’s and St Thomas’ NHS Foundation Trust, five Russell Group Universities, and PA Consulting. It is supported by a national CRN Coordinating Centre (CC) and funded by the Department of Health until March 2020.

Alliance university partners will provide Theme leadership delivering national academic and clinical leadership for 30 CRN research specialties along with a focus on emerging technologies and innovation. Multiple opportunities are now available for high-calibre clinical leaders to provide expert advice to the CRN and work with the national and international health and life-sciences industry (non-commercial, pharma, med-tech, diagnostics and biotech) to make the NHS a benchmark of excellence for the research community.

**Theme Lead - seven posts**

Reporting to the Medical Director, you will provide clinical leadership for a cluster of our 30 specialties and support the CRN to improve our understanding and evolution of specific areas of clinical research innovation and delivery.

As a national clinical ambassador for the CRN, you will have a recognised reputation with the ability to engage with senior stakeholders. Using your knowledge and experience of the full scope of the NIHR and with your Specialty National Leads, you will proactively develop effective relationships with decision-makers in the public sector, charity and commercial/life-science industry to further the aims of the CRN.

**Salary:** Clinical Consultant, Clinical Professor or appropriate clinical grade

**Commitment:** Up to 4 PAs per week

**Closing date:** 28 February 2015  Ref: MHNCC1001

**Interviews:** 16 – 31 March 2015

For more information and to apply for this role see https://jobs.leeds.ac.uk

**Theme Lead B cluster:**

- Respiratory disorders
- Ear, nose and throat
- Gastroenterology
- Hepatology
- Infectious diseases and microbiology

**Emerging technology or innovation areas:**

Medical technology; metabolic phenotyping

**Theme Lead C and D specialty cluster:**

- Anaesthesia, perioperative medicine and pain management
- Critical care
- Dermatology
- Health services and delivery research
- Injuries and emergencies
- Primary care
- Public health
- Mental health

**Emerging technology or innovation areas:**

Imaging; genomics; translational medicine

**Theme Lead E specialty cluster:**

- Children
- Haematology
- Musculoskeletal disorders
- Ophthalmology
- Reproductive health and childbirth

**Emerging technology or innovation areas:**

Therapeutics and personalised/stratified medicine including clinical pharmacology

**Theme Lead F specialty cluster:**

- Ageing
- Dementias and neurodegeneration (DeNDRoN)
- Genetics
- Neurological disorders

**Emerging technology or innovation areas:**

Developement of next generation clinical researchers, through the NIHR Training School

**Theme Lead G specialty cluster:**

- Cancer
- Oral and dental health
- Surgery

**Emerging technology or innovation areas:**

Medical informatics and data linkage; infusion of medicine into the physical-engineering-computational domains

Informal enquiries should be made to Professor Nick Lemoine, Medical Director – NIHR CRN - nick.lemoine@nihr.ac.uk

We welcome applications from all sections of the community. All information is available in alternative formats please contact +44 (0)113 343 4146.
NIHR CRN Theme Leads will provide clinical leadership for a cluster of the 30 nominated NIHR CRN Specialties along with developing and leading initiatives aligned to the emerging technology or clinical research innovation areas assigned to that University. As national clinical ambassadors for the CRN, reporting to the Medical Director, you will be part of the national leadership team within the CRN CC. You will already have a recognised reputation within the field and have the ability to engage with and command the respect of senior stakeholders both internal and external to the organisation.

In conjunction with the NIHR CRN Specialty National Leads, you will proactively develop effective relationships with decision-makers in the public sector, charity and commercial/life-science funding organisations to further the aims of the CRN.

As experienced, strategic clinical research leaders, with the ability to lead and develop highly talented clinicians across a range of specialties, you will produce tangible outcomes that make the NIHR CRN vision a reality. Providing leadership across the Network and beyond, you will possess an appreciation of requirements outside your own areas of authority and control.

With knowledge and experience of the full scope of the NIHR, you will ensure the NHS is seen by life sciences research funders (non-commercial, pharma, medtech, diagnostics and biotech) as an environment for the consistent delivery of high quality research in a modern supportive environment, advising on the optimal profile of the portfolio and the Network to deliver it.

See the full role outline for further details. In addition, and to aid further understanding of the role, the role outline for the Specialty National Lead has also been included.

Summary Table – Theme Lead Posts

A key purpose of clinical research thematic leadership is to provide the organisational link between the 30 Specialty National Leads and the CRNCC. We propose that six Themes, led by seven Theme Leads are optimal for oversight of multiple specialties to be meaningful and impactful. Each University partner will provide clinical leadership to assist the CRN to understand and respond to emerging technologies or clinical research innovations in the clinical research landscape.

The table below shows the University partner along with the Theme area of focus for emerging technology or clinical research innovations and the clustering of specialties for the purposes of Theme leadership and research specialty oversight: In addition, it outlines the seven Theme Lead posts available and their PA allocation. When completing your application, please ensure that you include the relevant reference number for the post(s) for which you are applying in your covering letter/supporting information.
<table>
<thead>
<tr>
<th>University Partner (including emerging technology or clinical research innovation area of focus)</th>
<th>Theme Lead(s) Reference Number and PA Allocation</th>
<th>Specialty Cluster</th>
</tr>
</thead>
<tbody>
<tr>
<td>Imperial College London (Medical Technology &amp; Metabolic Phenotyping; Genetic Therapies)</td>
<td>IMP01(A) 4 PAs</td>
<td>Cardiovascular disease; Diabetes; Metabolic and endocrine disorders; Renal disorders; Stroke.</td>
</tr>
<tr>
<td>Imperial College London (Medical Technology &amp; Metabolic Phenotyping; Genetic Therapies) Imperial College London</td>
<td>IMP02 (B) 4 PAs</td>
<td>Respiratory disorders; Ear, nose and throat; Gastroenterology; Hepatology; Infectious diseases and microbiology.</td>
</tr>
<tr>
<td>King’s College London (Imaging, Genomics &amp; Translational Medicine)</td>
<td>KCL01(C) 4 PAs KCL02(D) 4 PAs</td>
<td>Anaesthesia, peri-operative medicine and pain management; Critical care; Dermatology; Health services and delivery research; Injuries and emergencies; Primary care; Public Health; Mental Health</td>
</tr>
<tr>
<td>King’s College London (Imaging, Genomics &amp; Translational Medicine)</td>
<td>KCL01(C) 4 PAs KCL02(D) 4 PAs</td>
<td>Anaesthesia, peri-operative medicine and pain management; Critical care; Dermatology; Health services and delivery research; Injuries and emergencies; Primary care; Public Health; Mental Health (*The distribution of specialties between the two posts to be agreed upon and dependent on the time commitment, interests and background of applicants.)</td>
</tr>
<tr>
<td>University of Liverpool (Therapeutics &amp; Personalised/Stratified Medicine including Clinical Pharmacology)</td>
<td>LIV01(E) 4 PAs</td>
<td>Children; Haematology; Musculoskeletal disorders; Ophthalmology; Reproductive health and childbirth.</td>
</tr>
<tr>
<td>Newcastle University (Development of the Next Generation of Researchers through the NIHR Training School)</td>
<td>NCL01(F) 4 PAs</td>
<td>Ageing; Dementias and neurodegeneration (DeNDRoN); Genetics; Neurological disorders.</td>
</tr>
<tr>
<td>University of Leeds (Medical Informatics &amp; Data Linkage, Infusion of Medicine into the Physical-Engineering-Computational domains)</td>
<td>UOL01(G) 4PAs</td>
<td>Cancer; Oral and dental health; Surgery.</td>
</tr>
</tbody>
</table>
Role Outline – Theme Lead

Report to: Medical Director, NIHR CRNCC

Accountable to: To be nominated by relevant HEI

Salary: Clinical Consultant, Clinical Professor or appropriate clinical grade. The post holder will be eligible for an honorary contract of up to 4 PAs/0.4FTE remuneration in a job plan agreed with the appointee’s substantive employer.

Direct Reports: NIHR CRN Specialty National Leads (who are responsible to the NIHR CRN Theme Leads for delivery of their role and line managed through their employing organisation)

Theme Assistant Lead

Key Relationships:
- NIHR CRN CEO Executive Team and senior leaders including Alliance personnel and Coordinating Centre Function teams, Theme Leads and associated teams for other Themes
- LCRN Leadership Teams
- Key members of the NIHR CRN Research Delivery Directorate and Business Development and Marketing Directorate
- CRN Theme National Groups and LCRN Partnership Groups
- Other elements of the NIHR and their external partners
- Others as necessary
- Key external partners relevant to the Theme, its specialty cluster and its innovation focus. This will include professional bodies and commercial/non-commercial funders and organisations including the Life Science industry

Hours: Up to 4 PAs by agreement with the NIHR CRN Medical Director and the appointee’s substantive employer

Tenure: 3 years initially with possibility to extend for an additional 2 years

Location: The Theme Hub staff supporting the Theme Lead post-holder will be based in the nominated premises of the relevant HEI. The appointee will be required to work nationally and there is an expectation that some international travel may also be required.
Role Summary/Purpose

Introduction

The NIHR Clinical Research Network (NIHR CRN) is a managed network made up of a broad alliance of key partner organisations, these being:

- University of Leeds and Guys and St Thomas’s NHS Foundation Trust (GSTFT) as a consortium to provide the NIHR CRN Co-ordinating Centre (CC)
- Five Russell Group Universities (University of Leeds, University of Liverpool, Imperial College London, Kings College London and Newcastle University), combined with the flagship NHS Foundation Trust (GSTFT)
- PA Consulting who have an international reputation for excellence in innovation and for health and life sciences technology along with comprehensive experience and expertise in delivery of cloud-based solutions for modern health care research

This unique Alliance is far-reaching in its scope and national impact and aims to take the already outstanding performance of the NIHR CRN to the next level of efficiency and impact. The Alliance is committed to making the NHS-NIHR research infrastructure a benchmark of excellence for the international health and life sciences research community, engaging patients and public in the research journey to ensure the NHS is promoted as a high quality health care provider driven by the very best informed evidence base, significantly contributing to the health and wealth of the Nation. The NIHR CRN Theme Lead must be able to work flexibly and effectively in the developing Alliance, working with all key stakeholders and through the NIHR CRN Specialty National Leads and other CRNCC senior staff including the CRN CEO Executive Team to provide effective clinical leadership.

The Alliance will provide clinical research thematic leadership through seven CRN Theme Leads hosted in five University centres of excellence. The CRN Theme Leads will be supported by a Hub support team based within the university hosting the Theme.

Role and responsibilities of CRN Theme Leads

The NIHR CRN Theme Leads are externally facing senior clinical research leadership posts and will be national ambassadors for the Clinical Research Network. They will be part of the national leadership team within the CRNCC, working closely with and reporting to the Medical Director, and alongside the Executive Team, whilst being employed by the relevant HEI. The academic institutions of the Alliance, in combination with the collective knowledge, skills, influence and experience of the CRN national clinical leaders, are major strategic assets for the CRN. University Partners are international centres of excellence for a group of CRN Specialties, and bring expertise to support and improve the development and delivery of clinical research in CRN specialties nationally.

The Post-holder will already have a recognised reputation within the field and demonstrate the ability to engage with and command the respect of senior stakeholders both internal and external to the organisation outside of their own specialist area. In conjunction with the NIHR CRN Specialty National Leads, they will proactively develop effective relationships with decision-makers in the public sector, charity and commercial/ life-science funding organisations to further the aims of the CRN. NIHR CRN Specialty National Leads are accountable to the relevant NIHR CRN Theme Lead for their leadership and support for the performance of their specialty.

The post-holder will be an experienced, strategic clinical research leader; with the ability to lead and develop highly talented clinicians across the range of specialties clustered in their Theme who deliver against the organisation’s objectives and produce tangible outcomes that
make the NIHR CRN vision a reality. This will include a role in strategic planning to enable
the CRN to stimulate, respond to, influence and accommodate studies feeding into the
portfolio pipeline. Working in partnership with LCRN Clinical Directors and Specialty
National Leads and wider clinical posts within the NIHR CRN, the post-holder will be adept in
assuring clinical performance at all levels of the organisation through the support of their
Alliance Hub teams, LCRN senior management and other senior CRN clinicians. They will
provide leadership across the network and beyond, possessing an appreciation of
requirements outside of their own areas of authority and control. Post-holders will display the
ability to communicate comfortably about and promote the Clinical Research Network on the
basis of its performance and delivery, operating across both the commercial and non-
commercial research funding organisations, bodies and institutions.

The post holder will be a full and active member of the CRN Theme Leads Group, and will
convene and oversee the appropriate governance arrangements including infrastructure and
resourcing requirements for the Alliance Hub and its associated Theme. She/he may also be
required to chair or be a member of any relevant CRN Steering Group, LCRN Groups or to
represent the CRN as required.

Key Duties and Responsibilities

Clinical Research Leadership

- Maintain up-to-date knowledge of the clinical research environment, positively
  influencing that environment, and translating changes in the environment into
  appropriate changes in the NIHR CRN, to ensure the CRN remains at the forefront of
  clinical research internationally

- Providing leadership and support to Speciality National Leads, their Specialty Groups
  and other national clinical communities of practice

- Understanding and specifying, as part of the CRNCC leadership team, the job to be
done by CRN; in particular, taking a key role in understanding "how best to deliver"
clinical research for each Specialty and ensuring this feeds in to CRN processes and
practices at all levels; monitoring the volume, balance and performance of Speciality
research portfolios; providing expert intelligence and advice to the Research Delivery
Directorate and Executive team amongst others where necessary.

- With the NIHR CRN Specialty National Leads, provide visible, dynamic and effective
  senior clinical research leadership, direction and oversight for the Theme and its
  specialties both internally and externally to the Clinical Research Network

- Ensure the effective continued development and functioning of the CRN Specialties,
  overseeing the NIHR CRN Specialty National Leads for that Theme, taking
  responsibility for their appointment and performance

- Work with colleagues to direct initiatives to identify and meet the personal
development, training and/or induction needs of the Clinical Research Specialty
Leads for the Specialties within the Clinical Research Theme and across the CRN

- Work with the CRN Medical Director and LCRN Leadership Teams to ensure
effective clinical succession planning
Stakeholder engagement

- Act as a senior ambassador for the NIHR CRN, commanding the respect of senior stakeholders, proactively developing effective relationships with decision-makers in the public sector, charity and commercial funding organisations to further the aims of the CRN. Promote the NIHR CRN in respect of the institutional specialist areas of innovation, the specialties within their Theme cluster, and the CRN generally to customers (industry and non-commercial funders) and stakeholders including the clinical research community, Royal Colleges, Academic Health Science Networks (AHSNs) etc.

- Take a leadership role in representing the CRN, emphasising and building recognition of its importance and impact internationally. Engage with international company researchers to place their studies in the UK.

- Build close and positive relationships with the NHS, Biomedical Research Centres/Units, AHSNs, NICE and other components of the NIHR and demonstrate scientific leadership to develop and disseminate push-through/pull-through models for the research pipeline.

- Through the NIHR CRN Specialty National Leads and LCRN staff, engage effectively with clinicians in NHS organisations, to maximise the reach, impact and delivery of the CRN and its initiatives. Maintain strong links with the academic community championing the NIHR and CRN service to clinical academic researchers.

- Act as a source of advice and consultation for the DH RDD SMT, helping to bind all facets of the NIHR interface to strengthen the NIHR's position as providing the most integrated health research system in the world.

Clinical Research Network Development

- With the Medical Director, represent CRNCC to Department of Health and Devolved Administrations.

- Promote the aims, objectives and successes of the Themes, Specialties and the Clinical Research Network at national level.

- Work with the Clinical Research Network Medical Director and clinical colleagues to shape the clinical leadership capacity and capability of the CRN as a whole.

- Be an active member of the Theme Leads Group and the appropriate cognate Specialty National Leads Groups, advancing and contributing to the development of a highly professional and expert national Coordinating Centre. Champion a culture of innovation and continuous improvement across the Theme and the CRN leading projects and initiatives as appropriate. Support the development of new ways of working, increase the integration of health research and patient care, and improve the quality, speed and coordination of clinical research.

- Oversee the development of relevant procedures, clinical guidelines and protocols as required ensuring the CRN service complies with relevant research and clinical quality standards.

- Keep up to date with changes to national regulatory and healthcare arrangements in order to advise the CRN on new potential opportunities and/or challenges in the delivery of its objectives and its portfolio of studies.
• Promote and lead initiatives that encourage incorporation of the patient voice and experience into CRN approaches to delivery and access to high quality research

• Champion collaboration across CRN and NIHR, including the development and sharing of best practice to reduce and prevent silo working. Contribute to and promote national NIHR CRN initiatives and represent the NIHR CRN at local, regional, national and international meetings.

Strategic planning and performance oversight

• Advise and support the CRNCC Research Delivery Directorate in strategies to improve performance and delivery in the LCRNs

• Develop and lead NIHR CRN initiatives in the institutional area of emerging technology or clinical research innovation drawing on the strengths of the Partner institution in that area

• Ensure NIHR CRN is represented in study / portfolio development as appropriate, including with Clinical Trials Units

• Provide overall clinical oversight of the need for and capacity for clinical research, working with those involved with portfolio development to stimulate and direct the portfolio for the benefit of patients and the NHS. Play a part in strategic planning, developing partnerships with key stakeholders in order to understand the activity in development and provide appropriate advice to ensure that the CRN is able to respond to and accommodate studies feeding into the portfolio pipeline to ensure the portfolio maximises the ability to offer clinical research opportunities to patients.

• Actively support the strategic development of the Clinical Research Network throughout the contract period, ensuring its place as a key player within the NIHR and more widely as the National Research Delivery organisation of commercial choice for England

• Develop collaborative relationships to support delivery of Specialty-specific delivery targets through appropriate clinical leadership, maintaining oversight through the NIHR CRN Specialty National Leads, Head of Divisional Research Delivery and Assistant Theme Leads

• Oversee the activities of the relevant NIHR CRN Specialty National leads who are responsible for influencing and shaping the performance and delivery capability of the LCRNs to ensure that the CRN objectives are met. Identify the clinical strengths, capacity and capability of the Specialties feeding into future planning and initiatives.

• Ensure appropriate clinical engagement through the NIHR CRN Specialty National leads and the wider LCRN clinical posts to support national research delivery activities and portfolio performance oversight, as defined within the CRN Study Support Service

• Support the Medical Director and senior management team of the NIHR CRN to ensure best value for money and appropriate use of resource to deliver optimal specialty performance in light of current national priorities, challenges and opportunities. Oversee on behalf of the University partner the appropriate governance arrangements including infrastructure and resourcing requirements for the Theme.

• Support the NIHR CRN Executive Team with the development, preparation and implementation of regular reports on progress and key achievements including the
CRN Annual Business Plan, Annual Report, contract preparations and reviews as required

- Contribute to the development of the overall strategic direction and decision-making of the NIHR CRN as required. Provide thematic intelligence and guidance for theme-related aspects of the NIHR CRN Performance and Operating framework. Monitor theme progress and improve CRN performance in relation to the organisation’s objectives.

- With other members of the CRNCC and LCRN staff, commission and develop initiatives and strategies to ensure the successful infrastructure and workforce development of the theme and its constituent specialties at a national level with the aim of enabling optimal delivery and performance

General
This is a senior position within the top-level governance structure of the CRN, and, as such, the role will also include any other duties commensurate with the role of being a key member of that senior team within the CRN.

The Theme Leads Group, led by the Medical Director in bi-monthly meetings, will review the balance of the national portfolio in terms of disease area, patient groups, study types and alignment with Governmental priorities for research.

Bi-monthly meetings with the LCRN Clinical Directors, CRN Theme Leads and Specialty National Leads in rotation, will review intelligence and analysis of each Specialty across the 15 LCRNs.
## Person Specification

<table>
<thead>
<tr>
<th>ATTRIBUTE</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
</tr>
</thead>
</table>
| Qualifications & Education | • Registered on the General Medical Council Specialist Register or hold equivalent clinical professional status  
• Higher specialist training in a medical discipline or equivalent professional training                                                                                         |                                                                                                                                                                                                         |
| Knowledge & Experience   | • Professional leadership, both clinical and strategic  
• Experience as a clinical investigator  
• Evidence of an academic and clinical skills base which bridges the gaps between the clinical and academic environment  
• Evidence of managing effective collaborations and partnerships  
• Well-developed generic influencing skills  
• Experience of working across complex organisational structures and effective matrix management  
• Sound knowledge of how the NHS works  
• Knowledge of national systems, structures and processes for supporting clinical research (industry and academic sponsored), in the NHS  
• Experience of clinical leadership in the management of change  
• Good understanding of performance management techniques at both an individual and organisational level in a clinical setting  
• Experience of setting individual, team and/or organisational performance indicators and delivering through a performance management framework in a clinical setting  
• Experience of Committee work, including as Chair                                                                                                                                                 | • Experience and evidence of international collaborations  
• Experience as an academic investigator  
• Executive level experience  
• Understanding of the importance of the application of robust business planning and financial management techniques at scale  
• Experience as a Chief Investigator of at least one substantial nationwide or international clinical research project(s)                                                                 |
| Skills & Abilities       | • Evidence of leadership skills that engage motivate and develop a wide range of both clinicians and managers  
• Well rounded interpersonal skills including the ability to negotiate  
• Ability to work with stakeholders at all levels across a range of organisations                                                                                                                         |                                                                                                                                                                                                         |
<table>
<thead>
<tr>
<th>ATTRIBUTE</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ability to develop strong and productive working relationships with senior stakeholders</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ability to support and champion new models of working</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Demonstrate flexibility and champion change in the changing NHS landscape</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ability to demonstrate influence on others and achieve impact in research leadership, delivery and management</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ability to communicate highly complex, sensitive or contentious information orally and in writing, both internally and externally, to a range of audiences</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ability to prepare and deliver presentations and reports to a high standard</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ability to analyse and interpret highly complex information and to make judgements regarding a range of complex issues</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Commitment to supporting the development of staff and understanding of workforce planning</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strong problem solving skills</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Values / Behavioural / Attitudes**

- Flexible approach to working
- Highly motivated, with ability to influence and inspire others
- Outcomes focussed
- Demonstrate passion about bringing benefits to patients through the integration of research into the delivery of excellent clinical care within the NHS
- Ability to act as a champion for patients and their interests, ensuring the patients’ voice is at the heart of LCRN activities