

CANDIDATE BRIEF

NIHR Director for Nursing and Midwifery



Salary: Annual salary negotiable up to £100,000 plus London weighting where applicable

Reference: MHNCC1203

Closing date: 06 January 2020

Fixed funded to 31 March 2022 (Full-Time)

Director for Nursing and Midwifery

National Institute for Health Research

Are you a highly collaborative senior nurse or midwife ready for a new challenge to establish and shape professional leadership for nurses and midwives across the National Institute for Health Research, the most integrated health research system in the world?

Do you have the outstanding leadership skills to define a new senior national role, working with nurses and midwives across the country and with stakeholders at the highest levels to increase research activities?

The National Institute for Health Research is seeking an outstanding leader to shape and deliver professional leadership and strategic initiatives for nurses and midwives as part of the ongoing evolution and advancement of the NIHR. As the first NIHR Director for Nursing and Midwifery, you will work with NIHR leaders, staff and stakeholders to create innovative and collaborative strategies applied to health and care research, and you will represent the NIHR at the highest levels of nursing and midwifery policy and practice.

A skilled innovator with outstanding knowledge and experience of nursing and midwifery leadership, you will possess strong influencing, diplomacy and negotiating skills commanding the respect of directors, managers and clinicians, and you will have a demonstrable record of professional transformation and implementation spread. The NIHR is a distributed organisation, and so you will be able to provide credible leadership across organisational boundaries and be comfortable working outwith conventional management hierarchies. Working with health and care organisations and staff, patients and service users, researchers, charities and the life sciences industry, you will have presence and will be able to demonstrate inspirational leadership and influence in a host of settings. With the ability to think strategically and grasp complex policy and political issues, you will have a strong understanding of nursing and midwifery policy and practice, and of the potential of nurses and midwives in health and care research.

You will be a registered nurse or midwife.



Your organisational base will be the NIHR Clinical Research Network (CRN) Coordinating Centre, with a choice of either Leeds or London.

The employer will be the University of Leeds. Your direct report will be to the CRN Chief Executive Officer.

This is a full-time post.

This post is offered to 31 March 2022.

National Institute for Health Research

The National Institute for Health Research (NIHR) is the nation's largest funder of health and care research. Our people, programmes, centres of excellence and systems together represent the most integrated health research system in the world. Established in 2006, the NIHR has transformed research in and for the NHS.

The mission of the NIHR is to improve the health and wealth of the nation through research. We deliver against this mission through five strategic workstreams:

- Funding, supporting and delivering high quality research that benefits the NHS, public health and social care;
- Engaging and involving patients, carers and the public in order to improve the reach, quality and impact of research;
- Attracting, training and supporting the best health and care researchers to tackle the complex challenges of the future;
- Investing in world-class research facilities and a skilled workforce to accelerate translation of discoveries into new treatments;
- Partnering with other public funders, charities and industry to maximise the value of research to patients and the economy

Further information on the National Institute for Health Research can be found at: www.nihr.ac.uk



NIHR ambitions for nursing and midwifery

Nurses and midwives in the NIHR have an unparalleled contribution to make to clinical research. They are critically important in driving and delivering the NIHR mission.

Nurses and midwives in the NIHR are:

- leading and supporting clinical research and trials in the NIHR Clinical Research Network and NIHR Clinical Research Facilities
- undertaking academic research training funded through the NIHR Academy and NIHR Research Schools
- leading and supporting research across the NIHR including in the NIHR Infrastructure and Global Health Research Units and Groups
- senior leaders across the NIHR
- providing vital support to the work the NIHR delivers by acting as research advocates, panel members, mentors and advisory group members.

We are committed to further developing and expanding the role of nurses and midwives in supporting and leading research across the NIHR, building on previous successes, and working to develop new initiatives.

NIHR Clinical Research Network

The NIHR Clinical Research Network (“CRN”) was established in 2006 as a key element of the NIHR to provide a world-class research infrastructure in England’s health and care system. Our purpose is to deliver health and social care research funded by the NIHR and other public, industry and charity research funders, and to widen research participation.

The CRN is formed of the CRN National Coordinating Centre and 15 Local Clinical Research Networks that cover the length and breadth of England, and coordinate and support the delivery of research in the NHS and the wider health and social care environment.



The CRN is highly successful and attracts international acclaim as a unique, world-leading initiative to support all types of high-quality health and care research, in all sectors and healthcare organisations, on a national scale. In the year 2018/19 the CRN recruited 870,250 new participants to over 5000 research studies. With an annual budget of £285m, the CRN funds around 11000 staff that support and deliver research in the NHS and the wider health and care system, including approximately 4000 nurses and midwives.

NIHR Academy

The NIHR Academy, established in 2018, is responsible for academic career development for a broad range of professions as part of NIHR's Training Strategy and leads on a number of initiatives that attract, develop and support academic nurses and midwives. There are significant overlaps with research delivery careers and training and it will be important to work at this interface collaborating with the NIHR Academy leadership, particularly the NIHR Associate Deans.

The role

The NIHR Director for Nursing and Midwifery is a new role to provide professional leadership for NIHR-funded nurses and midwives working in all health and care sectors and contexts, and for the advancement of these professions within the NIHR. This is an important, high-profile national leadership role. The NIHR Director for Nursing and Midwifery will work with NIHR leaders, including the Science, Research and Evidence Directorate of the Department of Health and Social Care (DHSC), NIHR nurses and midwives, and a wide range of stakeholders and partners. Importantly, the NIHR Director for Nursing and Midwifery will work closely with the Chief Nursing Officer for England to strengthen the leadership of nursing and midwifery leadership in the research arena; and by doing so raise the visibility and credibility of these professions, and clearly demonstrate the outcomes the professions can bring to transformational change nationally and internationally from their research impact and leadership ability.

The NIHR Director for Nursing and Midwifery will be accountable for:

- Professional leadership for NIHR-funded (wholly or part) registered nurses and midwives, and the advancement of these professions within the NIHR;



- Development and delivery of NIHR strategic initiatives;
- Professional advice to the NIHR and the Department of Health and Social Care on matters such as the opportunities and challenges in relation to nursing and midwifery research, NIHR-funded nursing and midwifery programmes, and the professional development of nurses and midwives in the NIHR;
- Representing the senior nursing and midwifery voice of the NIHR and DHSC at national and international level, and building linkages with key individuals and organisations;
- Developing and implementing measures to recognise and maximise the contribution of the nursing and midwifery professions in relation to biomedical, clinical and applied research and to the success of the NIHR;
- Managing a team of three staff within the NIHR CRN Coordinating Centre.

The post will be based in the NIHR CRN National Coordinating Centre and the post holder will report to the CRN Chief Executive Officer. The University of Leeds will be the employing organisation. You may be based in Leeds or London.

Key Responsibilities

Provide professional leadership and development for NIHR-funded nurses and midwives:

- Develop and direct NIHR leadership, career development and training programmes for NIHR nurses and midwives within the NIHR research delivery workforce
- Working closely with the NIHR Academy, provide strategic input in the development of clinical academic nurses and midwives
- Maintain the highest professional standards in the delivery of NIHR research, ensuring a culture of continuous improvement and engagement
- Work with the Royal College of Nurses, Royal College of Midwives and other relevant professional organisations to increase research skills, including exploring possible credentialing schemes
- Oversee and direct Continuing Professional Development
- Champion a culture of life-long learning and directly influence continuing professional development (CPD) to ensure the nursing and midwifery



workforce is well positioned to meet future research challenges and opportunities

- Develop and maintain relationships with educational institutions, the NIHR Academy, and other relevant agencies to influence the commissioning of appropriate training and development for NIHR nurses and midwives
- Promote the importance of research among all nurses and midwives
- Stimulate the growth of nursing and midwifery researchers as lead investigators, and encourage and support nurses and midwives who wish to be personally research active

Lead the development and delivery of a range of NIHR nursing and midwifery initiatives and activities, including:

- The NIHR '70@70' Senior Nurse and Midwife Research Leader Programme
- International Nurses and Midwives Day
- Campaigns to engage health professionals in research
- *Nursing Times* Awards and any other relevant awards

Lead and direct the NIHR Director for Nursing and Midwifery team based within the CRN National Coordinating Centre, ensuring the team has the staff, resources, systems and processes required to deliver NIHR Director for Nursing and Midwifery activities to the highest standards.

Provide professional advice and evidence to the NIHR and the Department of Health and Social Care on opportunities for NIHR research relevant to the nursing and midwifery professions.

Represent the NIHR and the DHSC Science, Research and Evidence Directorate at national and international level, creating and nurturing national and international linkages with stakeholders and leaders such as the Chief Nursing Officer for England, the Royal College of Nursing, the Royal College of Midwives, the Nursing and Midwifery Council, Arms Length Bodies, and the Council of Deans of Health.



Develop and implement projects and activities to recognise and maximise the vital contribution of nurses and midwives to the operational success of the NIHR:

- Develop innovative strategies to enable the NIHR to make optimal use of these staff groups within a framework of operational efficiency and target delivery
- Advise and guide relevant parts of the NIHR in nursing and midwifery workforce planning to ensure that resources are deployed efficiently and effectively

Influence and shape the NIHR research portfolio through supporting the identification and development of research questions to address knowledge gaps and priorities in nursing practice and the environments in which nurses and midwives operate.

Promote the application of the NIHR Patient and Public Involvement Strategy among NIHR nurses and midwives.

Proactively work with the other health and care professions engaged in research design and delivery, to strengthen collaborative working that drives the innovation, efficiency and dissemination of research.

These duties provide a framework for the role and should not be regarded as a definitive list. Other reasonable duties may be required consistent with the grade of the post.

What will you bring to the role?

As NIHR Director for Nursing and Midwifery you will have:

- Current and active registration as a Nurse or Midwife
- Demonstrable knowledge and understanding of current health and social care organisation, key issues and policy drivers
- Understanding of the funding and organisation of health and social care research in England



- Extensive experience of senior leadership and management gained in a complex, user-orientated, multi-disciplinary, geographically dispersed organisational environment
- Significant experience in identifying opportunities for and leading transformational change
- Experience in the delivery of research within NHS organisations
- The ability to identify trends, plan and deliver strategic action, on time and in accordance with pre-set standards
- Excellent communication and audience presentation skills, and well-developed interpersonal skills
- A proven ability to work with stakeholders at national or regional level, using strong negotiation, communication and influencing skills to achieve results through other people.
- Well-developed organisational skills with a proven ability to work under pressure and to deadlines.
- Proven people management and leadership, including ability to develop staff, and to best use the skills and experience of individuals
- Proven track record of engaging and influencing a wide range of professionals, and managing through influence.
- Demonstrable commitment to equality, inclusiveness and diversity
- Willingness and ability to travel frequently and extensively nationally and occasionally internationally

You may also have:

- A higher degree
- A management qualification
- Experience of undertaking or supporting health or social care research

Terms and Conditions

This is a full-time University of Leeds Grade 10 post.



The current Department of Health and Social Care contract for the CRN National Coordinating Centre has been awarded until March 2022, however the Department of Health and Social Care has confirmed its intention to re-procure the Centre from April 2022. This post will be appointed on an open-ended employment contract.

The post can be based at either of the main CRN National Coordinating Centre offices in Leeds or London, with regular travel between the two locations. The Leeds office is in Queen Street in central Leeds; the London office is at Minerva House adjacent to London Bridge. The CRN National Coordinating Centre forms part of the Faculty of Medicine and Health in the University of Leeds.

Responsibilities of the post are national, and the post will involve substantial national travel and some international travel.

How to apply

You can apply for this role online; more guidance can be found on our [How to Apply](#) information page. Applications should be submitted by **23.59** (UK time) on the advertised closing date.

Contact information

To explore the post further or for any queries you may have, please contact:

John Sitzia, Chief Operating Officer, CRN National Coordinating Centre

Tel: +44 (0) 0151 252 5067 (Ann Byrne PA)

Email: john.sitzia@nihr.ac.uk

Additional information

Find out more about [NIHR](#)

Find out more about the University of Leeds [Faculty of Medicine and Health](#)



Working at the University of Leeds

Find out more about the benefits of working at the University and what it's like to live and work in the Leeds area on our [Working at Leeds](#) information page.

Candidates with disabilities

Information for candidates with disabilities, impairments or health conditions, including requesting alternative formats, can be found on our [Accessibility](#) information page or by getting in touch with us at disclosure@leeds.ac.uk.

Criminal record information

A criminal record check is not required for this position. However, all applicants will be required to declare if they have any 'unspent' criminal offences, including those pending.

You can find out more about required checks and declarations in our [Criminal Records](#) information page.

