

NHS Grampian

Job Description

Ref: MH158946

Job Title	NHS Grampian Director of Research and Development
Location	Aberdeen Royal Infirmary
Line Manager	Medical Director, NHS Grampian.
Hours	24 hours per week (6 x PAs)
Duration	3 Year Fixed Term with an option to extend for one further 3 Year Term

Job Purpose

The post of NHS Grampian Research & Development Director (R&D Director) is a leadership role that provides expert advice to the Health Board in all matters relating to research planning, policy and strategy.

The R&D Director is responsible and accountable for the NHSG research budget. This budget funds clinical investigators, costs associated with research and the Board's research infrastructure, including Research Imaging, Safe Haven, and Biorepository. The R&D Director is responsible for using the budget provided via the Chief Scientist Office (CSO), Scottish Government to meet national objectives and targets set by CSO.

The R&D Director is responsible for ensuring compliance with all relevant national legislation. They are accountable for ensuring the cultural, scientific and financial framework for clinical and translational research aligns with local and national strategies linking with the Board's key academic partners (The University of Aberdeen (UoA) and Robert Gordons University (RGU)). They will act as a Deputy Caldicott Guardian supporting the approvals process for research studies.

The R&D Director reports directly to the Medical Director but also works within the Medical Directorate and is strongly aligned to the Associate Medical Director for Workforce + Professional Development and the Clinical Director for Innovation. Their role has regular links with Directors of Finance and the Service Portfolio Executive Leads as well as Senior Leadership teams of The University of Aberdeen and Robert Gordons University.

The R + D Director will be a member of the NHS Grampian Research Delivery Group the Triple Helix Group and the Joint UoA/NHSG Research Steering Committee.

Whilst a local appointment this role is part of the National approach to the delivery of NHS related research. For research purposes the NHS in Scotland has been divided into 4 nodes (North, East, South East, and West). The North node includes NHS Grampian, NHS Highland, NHS Orkney, NHS Shetland and NHS Western Isles.

Dimensions

The postholder will be responsible for high level delivery of Research and Development (R&D) strategy and the provision of support to all NHS and academic investigators within the Grampian area wishing to undertake R & D activity and will oversee the effective administration of the North of Scotland Ethics Committees and of the North Node Permissions Advisory Committee (NNPAC). This is a senior appointment. The successful postholder has to demonstrate ability to develop and expedite strategy and ensure leadership and governance.

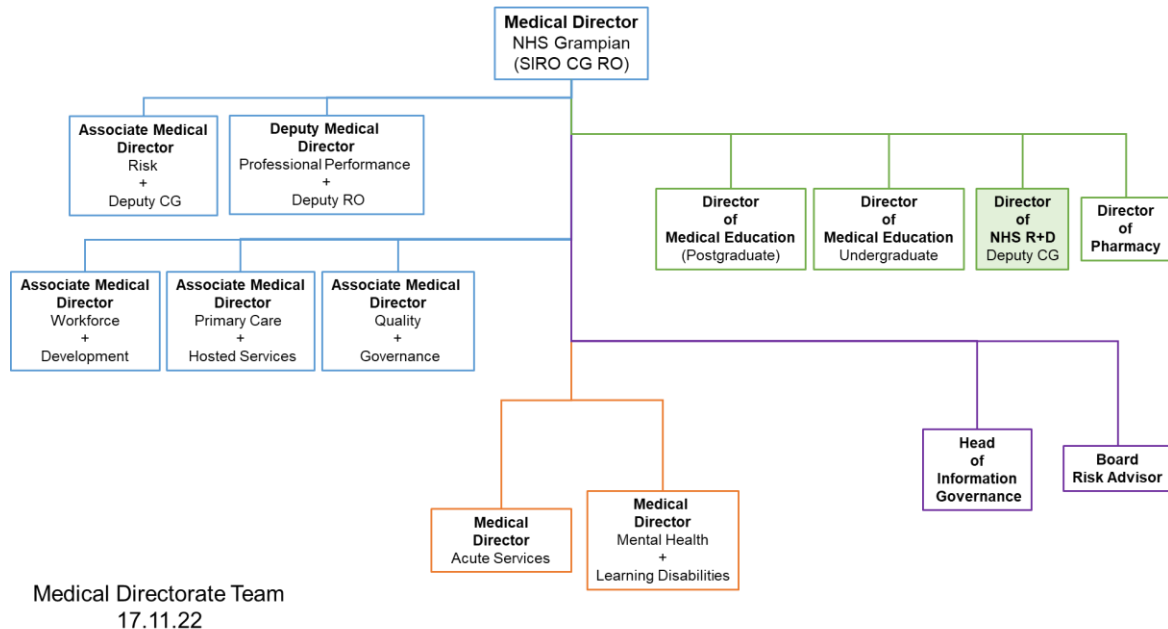
NHS Grampian currently receives funding from the Office of the Chief Scientist as support for R&D non-commercial activity. The postholder will be responsible for securing and managing this funding effectively. The postholder will also be responsible for the overall management of commercial clinical trials (of which there are around 120 operating at one time) and for the co-ordination of matters relating to the Intellectual Property rights. The postholder will also be responsible for managing the running costs budget of:

- the R&D office and for managing R&D support staff

- The Research Ethics Office and for managing the support staff (currently 3.0 WTE)
- The NHS Research Scotland Permissions Coordinating Centre and for managing the staff (currently 5.0 WTE)
- the North of Scotland Cancer Research Network and for managing the network manager
- the Childrens Research Network and for managing the network manager

A further key responsibility will be to promote the importance of evidence based practice and the evaluation of service development.

Organisation Chart



Leadership: Strategy and Policy Development

NHSG, as part of NHS Scotland is recognised as a major force in the ambition to be a global destination for medical research.

The R&D Director for NHSG has a pivotal role in realising this ambition and is often called on to represent NRS, on national committees. For example:

- *The Strategy Board for 'NHS Research Scotland'* (NRS): the research arm of the NHS which has a budget of circa £40 million. The NRS Strategy Board (in which the Chief Scientist Office is a partner) shapes clinical research policy and strategy for the country and sets out how the NHS participates in major initiatives that are Scotland and UK wide.
- *Health Science Scotland* (part of NHS Research Scotland): an operating structure bringing together the Scottish Government, NHS Boards and 4 medical universities (Aberdeen, Dundee, Edinburgh and Glasgow) to facilitate collaboration and excellence in clinical and translational research in Scotland.
- *Scottish Health Innovations Ltd (SHIL)*: an organisation that captures and commercialises intellectual property arising from the NHS.

The R&D Director is responsible for the delivery of research support infrastructure within NHSG in accordance with agreed standards of service to meet national objectives set by CSO. This requires the development of policies and broad strategic objectives for cascading through the R&D directorate and other services.

Implementation of national and local initiatives will include business planning, the establishment of scientific and operational goals and setting clear performance targets.

Scientific and Clinical Direction

The R&D Director is required to actively contribute to regional and national scientific initiatives. Drawing on knowledge and expertise, they are expected to understand what the NHS (and NHSG in particular) can add to initiatives, how the contribution can be delivered within the resources available and actively seek commercial and non-commercial funding where required.

The R&D Director is responsible for leading the formulation of clear research strategies and identifying investment opportunities. This includes planning and policy changes, the formulation and development of new research funding schemes.

Finance and Business Planning

The R&D Director is responsible for the budget received annually from the Chief Scientist Office and is accountable for its use. This funding is used to provide the NRS Infrastructure, to fund Researcher Support (disbursed to clinical directorates and research active consultants), to fund services to support research and to support NRS Research Networks.

The post holder has oversight of income from commercial contract research. The R&D Director is responsible for ensuring equitable distribution of money to reward and incentivise research and reimburse directorates and services for their contribution to the research agenda.

Physical Infrastructure and Staff Resources

The R&D Director, with senior colleagues in the NHS its Academic Partners, plans and oversees the physical infrastructure for research in NHSG.

The R&D Director has a key role in other infrastructure developments including a Tissue Biorepository, the Grampian Safe Haven and in the future development of a new Clinical Research Facility in Aberdeen Royal Infirmary.

Regulatory compliance, Systems and Quality Management

The R&D Director is accountable for regulatory compliance within the UK Framework for Health and Social Care Research Health Improvement Scotland in relation to the Biorepository, the Healthcare Regulatory Agency for Ethics and the Medicines and Healthcare products Regulatory Agency (MHRA). The activities of the Board are subject to regular formal inspection including by the MHRA where legal responsibility for compliance with the clinical trials and medical device legislation is shared with the University of Aberdeen in a co-sponsorship model and inspections may therefore be joint.

The R&D Director also has responsibility for providing key leadership for NHSG in relation to the joint working partnership framework which has been established with UoA to support clinical research.

MAIN DUTIES/RESPONSIBILITIES

The R&D Director, as a member of the NRS Strategy Board, contributes directly to developing policies and strategies for the delivery of medical research in Scotland. They will serve on a number of other national committees that shape the national

research environment, enter into strategic alliances and formulate initiatives designed to make Scotland a premier global destination for research.

Local Leadership Role

The R&D Director provides expert leadership within NHSG and the North of Scotland. They are responsible for overseeing the formation and maintenance of strategic alliances in the North of Scotland.

The R&D Director provides expert advice to the Chief Executive and Board Medical Director on a range of issues relating to research and innovation/ development. They will discuss strategic priorities with UoA to ensure cohesion between NHS and University strategies. They will prepare position papers for the Board and its Committees as required.

Shaping the Research Environment

The primary function of the R&D Director is to ensure the effective use of resources to create a productive environment that:

- Delivers world class clinical research
- Aligns with the strategic aims of the UoA as the Board's main research partner but also with the needs of the RGU
- Supports the conduct of clinical studies involving NHS staff, patients, their tissues and information.
- Is safe, minimises risk to institutions and meets regulatory requirements.
- Promotes career development of researchers in the NHS and in partner universities.
- Delivers through partnership with the life sciences industry economic growth.
- Is flexible enough to meet new demands and initiatives from Scottish and UK bodies.

To this end the R&D Director collaborates with Board directors, senior academic staff and others to develop a strategic and operational framework that will deliver common goals and objectives.

Following the recent launch of the Grampian Research Office the R&D Director will assume a leadership role in working with counterparts in UoA to help direct the next chapter of the joint working partnership between the NHSG and the University of Aberdeen to enhance local infrastructure and support systems in order to help increase the volume of clinical research activity undertaken locally and the number of research-active clinical staff.

Directing Staff, Setting Performance Goals, and Funding Schemes.

The post holder is responsible for line management of the NHS R&D Office, the NRS Permissions Coordinating Centre (hosted in Grampian) and the North of Scotland Research Ethics team.

The post holder is responsible for directing use of the budgets for Researcher Support Service Support Costs, and Clinical Research Networks. In each instance the R&D Director sets personal or collective goals and monitors performance.

In collaboration with the UoA and in alignment with local and national strategies, the R&D Director has a key role in identifying potential candidates and mentoring/supporting NHS staff interested in applying to schemes for medical professionals seeking to have research as a significant part of their job plan such as

the NRS Career Research Fellowship and the MRC Clinical Academic Research Partnership programmes, and for ensuring successful applicants have an academic mentor to input in to the setting of job plans and personal goals.

The R&D Director also oversees NHSG research endowments which provide pump priming funds for research studies.

Financial and Budget Management

The R&D Director is responsible for financial management of the R&D budget and to this end:

- Presents an annual statement of accounts to the government (CSO) detailing use of funds.
Generates models of future income (from research grants, commercial sources and CSO) and expenditure for the Board executive and undertakes planning to ensure operations have a sound financial base.
- Oversees cash flow and use of research money earned through contract commercial projects.

Intellectual Property

The R&D Director is responsible for the Intellectual Property policy of the Board and its application to individual projects. S/he will make decisions on royalty payments and other financial issues.

Communications

The post holder will present and represent NHSG priorities and capabilities to a wide range of both lay and scientific audiences. These will include government bodies, senior members of the NHS (Director General, Cabinet Secretary etc.), trade organisations (ABPI), senior members (board level) of life science companies (AstraZeneca, Pfizer, Roche), other health boards, university bodies, scientific symposia and public gatherings. The content will include research findings from major clinical trials, research management and the benefits of locating and working in Scotland.

Through promotion of NHSG the R&D Director seeks to persuade industry from across the globe, particularly multi-national pharmaceutical companies to invest in Scotland as a premier destination for medical research.

Research & Development

The R&D Director will be medically qualified, GMC-registered and an active world-class researcher who has achieved international recognition of his / her scientific excellence.

Continued activity in research enables the Director to interact as a colleague and collaborator with the wide research community.

SYSTEMS AND EQUIPMENT

The R&D Director must be knowledgeable and conversant with the following equipment and software:

- Patient Clinical information systems
- Microsoft Office

DECISIONS AND JUDGEMENTS

The R&D Director has to decide how to deploy a large resource to achieve maximum impact in generating a platform for world class medical research. This deployment has to take account of local and national strategic aims.

Taking account of strategic priorities, the R&D Director has to judge how to incentivise consultants and other staff groups to participate in commercial and non-commercial research projects. They need to decide the level of monetary and logistic underpinning that individuals and research groups require, and develop packages of support for major research projects such as international clinical drug trials.

The R&D Director frequently is the final authority on whether a clinical study continues depending on regulatory issues, patient safety, logistics or finance.

COMMUNICATIONS AND RELATIONSHIPS

The post holder will need to establish extensive networks for communication. Key relationships will be required with:

- The University of Aberdeen: to ensure alignment of NHS R&D support to meet CSO objectives.
- Robert Gordons University
- The other NHS Research and Development Directors in Scotland.
- Senior Scottish Government personnel including the Chief Scientist for Scotland.
- Leaders from Industry
- Senior staff from the other partner universities across Scotland

PHYSICAL DEMANDS OF THE JOB

Creating an effective research environment is crucial for health and wealth gain, and the post holder is a central figure in scene setting and building effective research management systems and an operational infrastructure that places Grampian at the forefront of key research initiatives.

The R&D Director has numerous constituencies to keep happy and must choose constantly between competing worthwhile claims on staff time, resources, built infrastructure, capital equipment. With success comes the need to 'grow the business' and significant scientific and business acumen is required to know best where to place investment to achieve the biggest impact in terms of science output, potential health gain and economic growth.

Planning for the future, predicting trends and in many cases initiating new areas of research is a key demanding element of the role.

MOST CHALLENGING/DIFFICULT PARTS OF THE JOB

The most challenging parts of this job are:

- The scope of the job purpose with both national and regional roles.
- Directing the productive use of a large resource.
- Shaping the research environment to generate the best possible outcome for the Board and its research partners.
- Initiating and responding to changes in national imperatives that impact on research.
- Building a safe environment for human research where ethical, legal and regulatory compliance are woven into practice.
- Increasing commercial and non-commercial income to the Board with the use of incentives and logistic support.

Apply for this post by visiting apply.jobs.scot.nhs.uk and search for the above Ref No. Closing date: **Sunday, 20 August 2023.**



NHS GRAMPIAN

PERSON SPECIFICATION

The Person Specification should meet the demands of the job and comply with current legislation. Setting unnecessary standards may, for example, unfairly discriminate against one sex, the disabled or minority racial groups. Applicants should be assessed in relation to their ability to meet the real requirements of the job as laid down in the job description. Shortlisted candidates **MUST** possess all the essential components as detailed below.

POST/GRADE Director of Research & Development/Consultant

LOCATION/HOSPITALS: R&D Office – Foresterhill Site

WARD/DEPARTMENT: Medical Directorate

ATTRIBUTES	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • A higher research degree (MD or PhD) • Full GMC registration (where appropriate). • Recognition of research standing both nationally and internationally • Evidence of relevant Continuous Professional Development 	<ul style="list-style-type: none"> • Fellowship of a Royal College or an academic society (Academy of Medical Sciences or equivalent) is highly desirable
Experience	<ul style="list-style-type: none"> ▪ Significant experience as a senior clinical scientist/academic or a hospital based senior consultant or General Practitioner. ▪ A profile of active and effective research and international recognition as a medical researcher. ▪ Significant track record of grants and publications. ▪ Significant knowledge and experience of research council and major charity funding streams. ▪ Knowledge of national and international legislation and other governance instruments covering clinical research. ▪ Experience of line management, service development and redesign, information and performance management. ▪ Experience of budget management within a large and complex organisation ▪ Extensive knowledge and experience of research methodologies especially clinical trials of investigational medicinal products/ devices. ▪ A thorough working knowledge and understanding of NHS policies, processes, structures, systems and clinical practices. 	<ul style="list-style-type: none"> ▪ Knowledge of NHS Scotland academic research environments ▪ Extensive evidence of collaborations and networking within healthcare, universities, innovation and industry sectors. ▪ Evidence of contributing to successful network development. ▪ Demonstrable evidence of working with senior staff in NHS (Director level), universities and government departments. ▪ Experience of contributing to and influencing national policy.
Special Aptitude and Abilities	<ul style="list-style-type: none"> ▪ High level of ability to manage people, set performance indicators and deliver agreed set targets 	<ul style="list-style-type: none"> ▪ Understanding of information technology and how it relates to supporting the delivery of safe, effective and efficient practice

	<ul style="list-style-type: none"> ▪ Proven track record of diplomatic and negotiating skills ▪ Excellent interpersonal, oral and written communication skills with ability to present complex information to a variety of audiences. ▪ High level of organisational, analytical (including financial) and problem solving skills. ▪ Ability to influence internally and external to the organisation and beyond sphere of responsibility ▪ High level of credibility to work alongside senior level colleagues internally and external to the organisation ▪ Ability to plan and organise a large workload to meet internal and external priorities and deadlines. ▪ Extensive project management skills. ▪ Demonstrates an ability to manage conflict and make difficult decisions to achieve acceptable solutions. ▪ Commitment to own and others personal and professional development 	
Disposition	<ul style="list-style-type: none"> ▪ Proven leadership skills and team building abilities. ▪ A self starter with personal ambition ▪ Demonstrates an ability to manage conflict and make difficult decisions to achieve acceptable solutions. 	
Physical Requirements		
Particular Requirements of the Post		

MAJOR RISKS IN DOING THIS JOB

Please indicate the major risks the job holder could face in doing this job e.g. lifting patients/objects, working with hazardous substances, dealing with violence and aggression.

If there are no major risks for the job holder please tick this box

Core Competency

Example Performance Criteria/related behaviours

1 Strategic Focus

Understands the vision of the organisation and their role in achieving this

Sets longer term plans and develops contingencies

Understands external environment and its potential impact

Is aware of relevant National and Local initiatives, imperatives and factors influencing local health service provision

Translates broad strategies into specific objectives and action plans

Aligns resources, processes and systems to support strategic priorities

2 Collaborative/Partnership approach

Promotes collaboration and teamwork across organisational boundaries

Creates an open, team environment where differences can be discussed constructively;

A balanced view of conflicting perspectives is established.

Cultivates an active network of relationships inside and outside the organisation.

Understands current power and political relationships

Recognises and responds to the concerns of others

Takes a systematic approach to the development and maintenance of effective partnership working

Has a sound understanding of multi agency influencing and decision making protocols

3 Achieving results and making decisions

Key accountabilities, judgement and decisions are accepted and acted upon.

Sets and pursues appropriate goals for self and service

Is committed to achieving results and demonstrates a strong commitment to organisational success

Manages stakeholder expectations to achieve results

Reviews key indicators and uses management systems to monitor progress and achieve results

Demonstrates a creative approach to problem solving

Able to work effectively under pressure

Important issues in a complex situation and their implications are identified.

Establishes appropriate, yet realistic timeframes to achieve results

4 Managing Resources

Recognises and capitalises on staff strengths and abilities

Engages staff in all

Establishes clear objectives and results for all staff

Develops staff to achieve

Assigns clear authority and accountability

Is aware of employee issues and responds appropriately

Aligns available resource to agreed service priorities

Delivers financial responsibilities and develops contingencies

5 Interpersonal approach

Promotes ideas and proposals persuasively; Provides compelling rationales;

Shapes stakeholder opinions and negotiates win/win solutions

Builds a broad base of support among key decision makers and influencers

A balanced approach which demonstrates both empathy and a focus on facts, problems and solutions is maintained when handling emotional situations.

6 Change and Redesign

Champions new initiatives and service redesigns:

Stimulates and develops innovative ideas and improvements based on accurate data

Challenges status quo and resistance

Prepares others to understand and accept change.

Is proactive, utilising intelligence to support proposals,

Is recognised as an enabler of change

Demonstrates resilience to continuous / concurrent change

Able to make hard decisions when implementing change

Works well with ambiguity or impartial data

Is flexible and adaptable

7 Professional Development

Areas for development are identified through reflection and appropriate strategies pursued to improve performance.

Areas of strength are recognised and consistently applied.

Constructive feedback is sought and acted upon to improve professional performance.

8 Respects Diversity

- Supports and enables fair treatment and equal opportunity for all
- Establishes an environment where staff are comfortable raising issues or concerns
- Challenges inappropriate behaviour and prejudice effectively
- Managing people on an individual basis
- Fostering relationships with people who have different views
- Actively mentors and coaches staff and colleagues
- Recruits and develops talent from all backgrounds
- Actively seeks and applies diverse views and perspectives
- Applies employee policies in a constructive way for all staff
- Uses inclusive language
- Applies inequalities sensitive approach to service delivery

9 Governance

- Maintains focus on strategic issues and priorities to ensure required organisational performance is achieved
- Monitors organisational performance and exercises accountability for results
- Makes and supports decisions that achieve effective financial, clinical and employee results
- Ensures organisation fulfils its financial, clinical & staff responsibilities
- Examines and defines factors that could adversely affect performance or delivery of committed activities
- Ensures compliance with statutory or policy obligations Quantifies and assigns probabilities to risks and opportunities (level and likelihood).