**CRF PERSON SPECIFICATION**

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| Job Title: CRF Research Nurse Manager | **Department:**  Clinical Research Facility |
| Key Criteria | Essential | **Desirable** | Method of Assessment**A = Application****I = Interview** |
| **Qualifications and Training** | * Registered Nurse on relevant part of professional register.
* Educated to Masters degree level in a clinical or life sciences related subject or with equivalent highly developed specialist knowledge and practical experience
* Evidence of Postgraduate study; certification/ diploma/ Continuous Professional Development
* Certified training in Good Clinical Practice
 | * Management/ leadership training qualification
 | A |
| **Experience** | * Experience of working at a senior level in a Clinical Research Facility or large Research Team
* Extensive clinical and research experience in a management and leadership role
* Specialist knowledge and experience of clinical research delivery across a broad range of clinical specialities and study types
* Experience of managing and leading on complex regulated clinical trials
* Experience of participating in, preparing and directing a team on regulatory compliance
* Proven leadership qualities and ability to work effectively as part of a team
 | * Experience of managing Phase I/First in Human or Advanced Therapy studies
* Experience of demonstrating compliance with MHRA Phase I Accreditation Scheme
* Experience of participating in, preparing and directing a team through regulatory inspections
 | AI |
| Knowledge | * Highly developed working knowledge of regulatory frameworks and legislation governing the conduct of clinical research e.g. UK Policy Framework for Health and Community Care Research, Medicines for Human Use (Clinical Trials) Regulations, Adults with Incapacity (Scotland) Act, Data Protection Act, Governance Arrangements for Research Ethics Committees and Human Tissue Act.
* Detailed understanding of local and national prioritisation for research activity and the ability to convey that knowledge across multiple stakeholders
 | * Proven experience in influencing local and national developments in clinical research policy, prioritisation and practice
 | AI |
| **Key Personal Attributes** | * Excellent communication skills (oral, written & presentation) including effective listening and interpersonal skills.
* Ability to interpret complex information and disseminate that clearly to all grades of staff
* Self-motivated and able to work independently and as part of team
* Demonstrates a strict attention to detail
* Highly efficient time management and organisational skills with the ability to prioritise workload, delegate and direct others
 | * Demonstrable enthusiasm for innovation in research and clinical practice
 | I |
| **Special Skills** | * Proficient in the use of MS Office applications
* Proactive, self-motivated with ability to motivate and influence others, demonstrating well developed negotiation skills, diplomacy and good judgement
 | * Teaching experience in research
 | AI |