

## PERSON SPECIFICATION

<b>Job Title:</b>	<b>Clinical Research Practitioner</b>	<b>AFC No: N0701B</b>
<b>Band:</b>	<b>Band 5</b>	
<b>Group:</b>	<b>Medical Directors Office</b>	

ATTRIBUTE	ESSENTIAL	HOW IDENTIFIED	DESIRABLE	HOW IDENTIFIED
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>Undergraduate degree or equivalent theoretical knowledge in health related subject and</li> <li>Registered nurse/midwife with current NMC registration/ Allied Health Professional with current registration / Clinical Scientist with current registration OR</li> <li>Registered CRP (Academy for Healthcare Sciences) or MUST complete competencies to obtain registration within one year of appointment</li> </ul>	AF/I	<ul style="list-style-type: none"> <li>Teaching qualification</li> <li>Assessing qualification</li> </ul>	<ul style="list-style-type: none"> <li>AF</li> <li>AF</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>Recent experience of working as a first level registered nurse, ((all branches), midwife, RSCN/ allied health professional or clinical research practitioner within an NHS or care setting</li> </ul>	<ul style="list-style-type: none"> <li>AF</li> </ul>	<ul style="list-style-type: none"> <li>Experience of clinical research</li> <li>Previous experience within relevant clinical speciality</li> </ul>	<ul style="list-style-type: none"> <li>AF</li> </ul>
<b>KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>Extended roles</li> <li>Understanding of holistic care</li> <li>Knowledge of change management</li> <li>Knowledge of NHS priorities</li> <li>Understanding of group dynamics</li> <li>Awareness of evidence based practice</li> <li>Ability to develop clinical skills required by the research protocols for example cannulation and serial sampling, processing biologic samples according to protocols and conducting ECG's.</li> </ul> <p><b>Healthcare discipline specific knowledge</b></p> <p>Nurses and midwives</p> <ul style="list-style-type: none"> <li>Ability to calculate drug dosages</li> </ul>	<ul style="list-style-type: none"> <li>AF</li> <li>AF/I</li> <li>AF/I</li> </ul> <ul style="list-style-type: none"> <li>AF/I</li> <li>AF/I</li> <li>AF/I</li> <li>AF/I</li> <li>AF/I</li> <li>AF/I</li> <li>AF/I</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of GCP</li> <li>Phlebotomy</li> <li>Ability to carry out, review and respond to results of Electrocardiograms</li> <li>Ability to perform blood glucose monitoring</li> </ul>	<ul style="list-style-type: none"> <li>AF/I</li> <li>AF/I</li> </ul> <ul style="list-style-type: none"> <li>AF/I</li> </ul>

<b>PERSONAL QUALITIES</b>	<ul style="list-style-type: none"> <li>• Problem solving skills</li> <li>• Ability to prioritise</li> <li>• Planning skills</li> <li>• Ability to work as part of a multidisciplinary team</li> <li>• Commitment to personal and professional development</li> <li>• Commitment to development of others</li> <li>• Flexible and responsive to change</li> </ul>	<ul style="list-style-type: none"> <li>• AF/I</li> <li>• AF/I</li> <li>• AF/I</li> <li>• AF/I</li> <li>• AF/I</li> <li>• AF/I</li> <li>• AF/I</li> </ul>		
<b>MANAGEMENT / SUPERVISION / COORDINATION SKILLS</b>	<ul style="list-style-type: none"> <li>• Ability to delegate</li> <li>• Ability to recognise own limitations</li> <li>• Ability to assess student nurses/support workers</li> <li>• Influencing and persuasion skills</li> </ul>	<ul style="list-style-type: none"> <li>• AF/I</li> <li>• AF/I</li> <li>• AF/I</li> <li>• AF/I</li> </ul>	<ul style="list-style-type: none"> <li>• Team leadership skills</li> </ul>	AF/I
<b>WRITTEN SKILLS</b>	<ul style="list-style-type: none"> <li>• Proficient in reading and writing in the English language</li> <li>• Ability to write and evaluate simple reports and complex protocols</li> </ul>	<ul style="list-style-type: none"> <li>• AF</li> <li>• AF</li> </ul>		
<b>RESPONSIBILITY FOR FINANCIAL AND PHYSICAL RESOURCES</b>	<ul style="list-style-type: none"> <li>• Ability to maintain and use equipment safely</li> </ul>	<ul style="list-style-type: none"> <li>• AF/I</li> </ul>		
<b>COMMUNICATION / VERBAL SKILLS</b>	<ul style="list-style-type: none"> <li>• Able to speak, receive, understand and issue instructions in English and using medical terminology without risk of misunderstanding</li> <li>• Ability to communicate with all members of the multidisciplinary team on a regular basis</li> <li>• Able to communicate concerns in a timely manner</li> <li>• Able to communicate effectively via telephone, individual or group discussion and e-mail</li> <li>• Able to maintain accurate records and pay attention to detail</li> </ul>	<ul style="list-style-type: none"> <li>• AF/I</li> <li>• AF/I</li> <li>• AF/I</li> <li>• AF/I</li> <li>• AF/I</li> </ul>		
<b>PHYSICAL SKILLS</b>	<ul style="list-style-type: none"> <li>• Able to safely carry out manual handling of patients and equipment and stores as per Trust policy</li> <li>• Manual dexterity/manipulation</li> <li>• Able to set up basic equipment to maintain patient safety</li> <li>• Able to assist others with the delivery of patient care</li> </ul>	<ul style="list-style-type: none"> <li>• AF</li> <li>• AF</li> <li>• AF</li> <li>• AF</li> </ul>		
<b>MENTAL EFFORT</b>	<ul style="list-style-type: none"> <li>• Ability to synthesis complex information</li> </ul>	<ul style="list-style-type: none"> <li>• AF/I</li> </ul>		

	<ul style="list-style-type: none"> <li>• Able to maintain concentration under stressful conditions</li> <li>• Ability to work under pressure</li> <li>• Effective decision maker</li> <li>• Able to work across various disease areas</li> <li>• Ability to meet deadlines</li> </ul>	<ul style="list-style-type: none"> <li>• AF/I</li> <li>• AF/I</li> <li>• AF/I</li> <li>• AF/I</li> <li>• AF/I</li> </ul>		
<b>WORKING CONDITIONS</b>	<ul style="list-style-type: none"> <li>• Ability to deal with and diffuse conflict situations</li> <li>• Personal contact with patients and relatives</li> <li>• Ability to work within high turnover/pressurised environment on a daily basis</li> <li>• Able to work within close/intimate contact with patients (e.g. direct contact with bodily fluids)</li> <li>• Be flexible around the demands of the studies and the volunteers</li> </ul>	<ul style="list-style-type: none"> <li>• AF/I</li> <li>• AF/I</li> <li>• AF/I</li> <li>• AF/I</li> <li>• AF/I</li> </ul>		
<b>EMOTIONAL EFFORT</b>	<ul style="list-style-type: none"> <li>• Able to deal with the emotional consequences of illness, (in particular, difficult and upsetting situations)</li> </ul>	<ul style="list-style-type: none"> <li>• AF/I</li> </ul>		
<b>OTHER</b>	<ul style="list-style-type: none"> <li>• Basic IT skills</li> <li>• Phlebotomy skills</li> </ul>	<ul style="list-style-type: none"> <li>• AF</li> <li>• AF</li> </ul>	Development appropriate to healthcare discipline	

**Key:** AF - Application Form / I - Interview / P - Presentation / T - Test