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Job Description

Job Group:	Allied Health Professional
Job Title:	Lead SWITA Research Radiographer
Existing Grade:	7
Care Group:	Clinical Support Services
Service Line:	Imaging Summary
Department:	SW Imaging & Training Academy
Location:	Home based, attending the Academy and SW Trust sites as required
Appraiser:	Lead Consultant Research/AI Radiologist
Professionally Accountable to:	SWITA Co-Clinical Director Diagnostic Radiography
Managerially Accountable to:	SWITA Co-Clinical Director Diagnostic Radiography
Position Number:	
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Job Purpose:

To develop and lead a high level of clinical research in Diagnostic Radiography and related Artificial Intelligence (AI) for the South West Imaging & Training Academy (SWITA) in partnership with the PenRAD and West of England imaging networks, the higher education institutions (Universities of Exeter, Gloucester, Plymouth & West of England in Bristol) and SW NHS Trusts' diagnostic imaging, research, medical physics and IT departments.

To bring together and create a high functioning, proactive community of practice in the field of Diagnostic Radiography and associated AI research across the SW region (counties of Avon, Cornwall & Isles of Scilly, Devon, Gloucestershire, Somerset).

To link and engage with Diagnostic Imaging centres of research excellence across NHS England, constructively participating in appropriate research projects, bringing new ideas and best research practice to SW NHS Trusts.

To provide radiographic clinical leadership to research activity within the SW region which includes working with the Academy, imaging network colleagues, Trust staff and the private sector to develop, pilot and introduce software and artificial intelligence products into clinical practice.

To be responsible for delivering high quality, effective research and investigations in the field of diagnostic imaging and cancer care, particularly in the development of artificial intelligence, providing and presenting reports and writing articles to the highest professional standards as required.

To undertake a lead role in planning, co-coordinating, delivering, developing and evaluating artificial intelligence products in clinical services across the SW region, working with diagnostic imaging staff in multiple sites to deliver improved services to all patients including cancer patients.

To oversee an effective and robust quality and clinical governance framework throughout the remit of the network's research activities, adhering to Trust, network and national data sharing and protection requirements

To be responsible for taking informed consent from patients for their inclusion within research studies where applicable, contributing to optimum care and access to high quality research studies for patients.

To lead on the accurate and timely collection of data from participants with an exceptional knowledge and understanding of complex study protocols.

To use professional discretion and experience to ensure that clinical practice is performed within professional standards and legal frameworks.

To be responsible for scalable and maintainable data analysis systems for research and quality improvement, diagnostic imaging bespoke software development.

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To work with the SW universities and Trusts to develop a comprehensive research development and training offering to all diagnostic imaging and related staff, to be delivered by the SWITA.

To proactively promote a culture of learning and the adoption of new technologies across the diagnostic imaging workforce in the SW region's imaging departments.

To work collaboratively with health and IT leads across the Trusts as appropriate and promote the role of research and artificial intelligence in diagnostic imaging to all stakeholders. The post holder will also develop strong working relationships with each of the network Trusts' research, development and innovation (RD&I) departments to promote and encourage engagement with research across the imaging workforce.

This is an autonomous and self-directing research role with a requirement to work flexibly to deliver the emerging diagnostic imaging research and AI in imaging agenda. This will include travel to other NHS sites across the region, other regional and national venues requiring either appropriate business car insurance or willingness to travel by public transport.

Key Dimensions:

The post holder will be an active contributing member of the SW imaging networks' artificial intelligence (AI) sub-groups and act as a conduit back the clinical imaging departments and radiographer workforce. The post holder will lead on specific imaging research and AI research projects and facilitate the aims of research and AI sub-groups through effective use of resources and timely set-up and delivery on research projects.

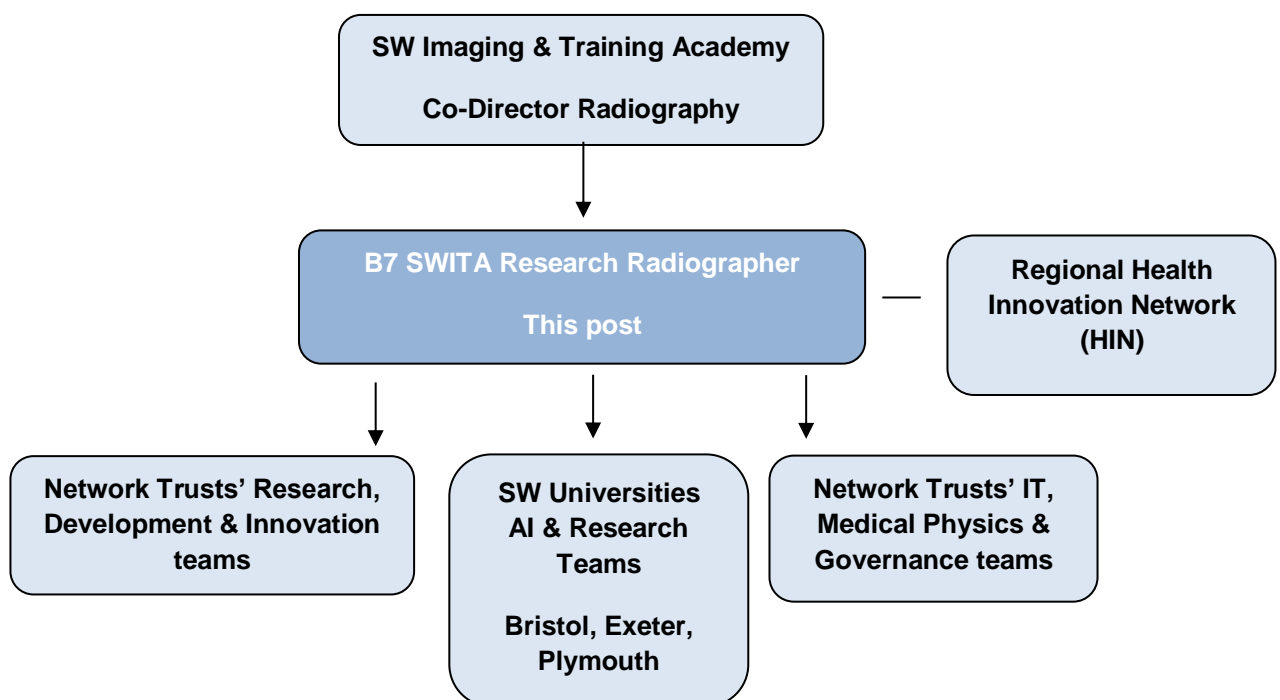
Key elements of the role are to:

- Lead on the development of a research active radiography and diagnostic imaging workforce and raise the profile of AI research across the SW region in partnership with the SW Radiography Education Lead
- Bid for funding to support research projects in diagnostic imaging in the SW region as applicable.
- Evaluate and support the selection of AI solutions.
- Maintain a register of all AI deployments new research projects across the Trusts.
- Work as part of the wider research and AI research team identifying opportunities to share existing deployments across the SW region.
- Act as part of the initial filtering team to ensure that solutions have the correct credentials.

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- Evaluate and advise on technological solutions for departments and commercial partners.
- Building resilient software to enable interfacing and extracting data from clinical databases and PACS.
- Ensure that new AI solutions have appropriate baseline data captured as part of their initial deployment, that team members are fully conversant with the workflow changes that might be required and that a method of ongoing data collection is agreed to capture benefits.
- Interface with the Cancer Alliance to ensure that they are kept informed of how deployments are performing in clinical practice and which ones will need further support as part of their business planning cycle.
- Contribute to the development of a CPD module for AI for all imaging staff.
- Help facilitate the deployment of new AI software ensuring that Trust IT teams, PACS and RIS are all briefed on the upcoming installations.
- Help identify areas where AI research would provide greatest benefit.
- Undertake regular CPD to ensure that wide knowledge of AI applications and the market is maintained.

Organisational Chart



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PRIMARY DUTIES & AREAS OF RESPONSIBILITY

Clinical

- To be professional and legally responsible and accountable for all aspects of your own work including the management of patients in your care. To ensure a high standard of clinical care for patients and support colleagues to do likewise.
- Work autonomously within a given scope of practice and the scope of IR(ME)R entitlement, as defined by the employer.
- Adhere to IRR and demonstrate a good understanding of the role of the Radiation Protection Supervisor (RPS) for the clinical area of work.
- Maintenance of imaging competencies is essential for the role as is the requirement to evolve and disseminate changing practice with the advent of new technologies entering clinical practice.
- Demonstrate optimisation of the delivery of radiation exposures in line with the principles of 'as low as reasonably practicable' (ALARP).
- Communicate appropriately and effectively, utilising verbal, non-verbal and written means as required. Demonstrate extensive understanding of approaches to communication in the context of a situation and a person or people's needs.
- Demonstrate a thorough understanding of physiological, social and psychological needs of all patients and their carers, responding appropriately to the care needs of all patients. Patient groups will regularly include learning disabilities and those with cancer or lifelong conditions. Work in line with current professional body guidance and document reasons for decisions when practice deviates from this.
- Remain a clinically active Diagnostic Radiographer, working closely with imaging teams across the region carrying out the full range of radiographic duties to ensure that the research standard required is maintained at all times.
- Undertake imaging examinations as agreed at each Trust under the host Trust Imaging management structure.
- To be responsible for equipment used in delivering imaging services, and to adhere to departmental policies, including competence to use equipment and to ensure the safe use of equipment by others through, teaching, training and supervision of practice.
- Competently operate relevant IT systems within organisational guidelines and legal frameworks.
- Manage and update records and all other information in accordance with applicable legislation, protocols, and guidelines. Take appropriate steps to maintain confidentiality.
- Take the lead on raising concerns about patient care and service improvement suggestions, following these up as a duty of care.
- Demonstrate clinical leadership and ability to communicate with all personnel in a variety of clinical, professional, and teaching forums as required. There is a requirement to exert moderate physical effort when working with Trust staff to move equipment and patients with and without the use of mechanical aids. Tasks

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include manoeuvring imaging equipment, supporting patients whilst positioning, assisting patients during transfers and static postures.

- There is the potential for exposure to distressing and emotional circumstances and occasional exposure to traumatic incidents when working within diagnostic imaging departments in a research capacity.
- There is a daily requirement for prolonged periods of concentration with multi-tasking e.g. writing notes, analysing data, communicating with team, telephone calls, with regular interruptions.

Research

- Contribute towards establishing a research centric culture, seeking to develop and enable skills at all levels of practice.
- Participate in quality management, including quality control, quality assurance, audit, clinical governance and the use of appropriate outcome measures.
- To undertake the measurement and evaluation of research work alongside current practices using Evidence Based Practice projects, audit, and outcome measures, either individually or with AI, cancer and other clinical specialists or leads. Report findings to relevant committees and make recommendations for change.
- To work with consultants and heads of service in developing the strategic and operational delivery of AI products research into Trusts and across the SW region.
- Seek advice and collaborative support to achieve research goals to provide evidence for assurance of practice or development.
- Identify and pursue realistic and achievable research-related goals for those you are leading, giving specific thought to contributions to the development and application of new knowledge.
- Work flexibly to ensure that research projects are progressed as required, this may involve some out of hours and weekend working from time to time.
- Utilise software effectively in research and evaluation.

Educational and training

- Engage and complete all mandatory training as per the requirements of the role.
- Identify and acquire further training as required to undertake new or unfamiliar techniques, protocols, or operate equipment.
- Use evidence to inform practice through engagement with research and continuing professional development (CPD).
- Participate in supervision, reflective practice, and appraisal processes, identifying own areas of development, and undertake relevant activities to meet objectives set in Personal Development Plans.
- Support, welcome and value the contribution of learners to service delivery and enable successful learning in the practice environment.
- To regularly teach, train, supervise and performance manage more junior radiographers, support workers, apprentices, and students particularly in the fields of research, development, and role of AI in future diagnostic imaging services. This

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will include the use of formal appraisal and assessment documentation as AI becomes embedded in training programmes.

- To be lead in a delivering research training programme by delivering presentations, providing staff training sessions and tutorials and by attending/organising external courses and practising reflective practice.
- Produce clinical competencies for Research Radiographers in collaboration with the SWITA Radiography Education Lead to develop a proactive imaging research team in the SW.
- To demonstrate a sound understanding of Radiation Safety, Clinical Governance, Incident and Risk Management and apply to the clinical research situation.

Leadership and Management

- Provide compassionate and inclusive leadership in your area of responsibility by directing, leading and motivating the team to ensure high standards of professionalism, efficiency and effectiveness in service delivery and research.
- To lead research projects, disseminate and implement research, and evidence-based practice.
- To hold responsibility for leading and managing the research activities of SWITA on a daily basis, with support from research colleagues including the HEI imaging related research teams, the SWITA AI Clinical Lead, AI sub-group and imaging networks' leadership teams.
- To promote and advocate Diagnostic Radiography professionally whilst building a comprehensive and influential research stakeholder network.
- To participate in working parties developing policy and protocol changes, within Trusts and across the imaging networks, which will impact on all service users.
- To ensure, as SWITA Lead Research Radiographer, that imaging staff implement policy and service development changes applicable to the requirements of the research projects being supervised and implemented.
- To create strong links and develop effective communication strategies with clinical staff, research, development, and innovation (RDI) teams, IT teams, business intelligence and data analysts at all Trusts in the SW region.
- To be responsible for a designated area of work, as agreed with and under the direction of the SWITA Co-Clinical Director Diagnostic Radiography, and to plan and organise efficiently and effectively regarding patients' management, waiting lists, performance data, and use of time and resources as appropriate.
- To communicate effectively and work collaboratively with colleagues across the SW region, imaging networks and NHS Trusts at all levels to ensure delivery of a co-ordinated multidisciplinary research and AI development programme.
- To comply with the organisational and departmental policies and procedures and to be involved in the reviewing, instigating, devising, and updating as appropriate.
- To be actively involved in the collection of appropriate data and statistics for the use of SWITA or as evidence for external assurance systems as required.
- Actively participate and chair staff meetings to communicate research project information to staff: present new ideas, explain potential service developments and

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benefits, lead and support staff through transformational changes and negotiate new working practices. There may be a requirement to take minutes and to lead or participate in task and finish groups.

- Represent SWITA and the imaging networks, when necessary, at appropriate internal and external meetings contributing to wider strategic planning at regional and network level.
- Maintain effective links and communication between SWITA, the imaging networks, Higher Education Institutions (HEI) and governing bodies, SCoR, HCPC, NHSE etc.
- To undertake any other duties that might be considered appropriate and commensurate with grade for this post, and under the direction of the SWITA Co-Clinical Director Diagnostic Radiography.

Communications and working relationships

The key working relationships will be with the following,

- SW Imaging Networks' AI sub-groups.
- SWITA leadership team.
- Lead Consultant Radiologist responsible for the data analysis research project.
- Network Trusts Digital services team members.
- Network Trusts Research development and innovation teams.
- Network Trusts IT, Medical Physics, and governance teams.
- SW Universities AI & Research Teams.
- Network Trusts Radiographers and leadership teams.
- SW Health Innovation Network.

All Job Holders are required to...

- Work to the Trust values - Put people first, Take ownership, Respect others, Be positive, Listen, learn and improve.
- Adhere to Trust policies and procedures, e.g., Health and Safety at Work, Equal Opportunities etc.
- Maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff development and training.
- Attend statutory, essential, and mandatory training.
- Respect the confidentiality of all matters relating to their employment and other members of staff. All members of staff are required to comply with the requirements of the UK Data Protection Act 2018/UK General Data Protection Regulation (UK GDPR) or Data Protection legislation.
- Comply with the Corporate Governance structure in keeping with the principles and standards set out by the Trust.
- Comply with the codes of professional conduct set out by the professional body of which registration is required for the post.

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- Ensure they are familiar with the Risk Management Framework, follow policies, procedures and safe systems of work, make known any hazards or risks that they identify and take all necessary actions to reduce risk.
- Ensure the welfare and safety of children within their care. This includes staff who come into contact with children and families in the course of their work as well as those staff who have a specific role with children and families.
- Ensure they attend Child Protection training at the appropriate level within the specified time frame.
- Staff must comply with Safeguarding Policies and Procedures in order to promote safeguarding and prevent abuse to vulnerable people using Trust services.
- Maintain the prevention and control of infection and fully comply with all current Trust Infection Control policies and procedures.
- Take responsibility for any records that they create or use in the course of their duties, in line with the Public Records Act and be aware that any records created by an employee of the NHS are public records and may be subject to both legal and professional obligations.

All Managers are responsible for...

- Assessing risks and implementing the necessary actions to minimise these risks within their sphere of responsibility. They must also enable staff to attend the relevant statutory and essential training.
- Managing attendance in accordance with the Trusts Attendance Management Policy.

Note

This job description is neither definitive nor exhaustive and is not intended to be totally comprehensive. It may be reviewed in the light of changing circumstances following consultation with the post holder. This job description is to be read in conjunction with all current University Hospitals Plymouth NHS Trust policies, procedures & guidelines as the host Trust for this SW Imaging & Training Academy post.

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PERSON SPECIFICATION TEMPLATE

ATTRIBUTES	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> Proven MSc in Diagnostic Radiography to include 15/30 credit research module or equivalent relevant experience. Proven BSc or equivalent in Diagnostic Radiography. Proven Current HCPC registration 	<ul style="list-style-type: none"> Willingness to undertake Leadership course.
KNOWLEDGE & EXPERIENCE	<ul style="list-style-type: none"> Extensive demonstrable post graduate experience across diagnostic imaging Previous demonstrable experience at a senior level (B6 or above) within imaging. Proven evidence of leadership and team working abilities. Demonstrable experience of teaching and supervising junior staff /students and apprentices. Demonstrable experience of presenting work. Proven evidence of CPD and relevant post graduate training and integrating EBP into current practice. Demonstrable experience of delivering imaging provision within the NHS. 	<ul style="list-style-type: none"> Awareness of NHS policies and documents Knowledge and understanding of specialist equipment. Previous working at Band 7 leadership level within the acute healthcare setting. Knowledge of the Python programming language and / or knowledge of Java script Evidence of understanding and utilisation of a range of methods to ensure effective communication within the Department, Imaging Service and Trust. Previous experience of leading Clinical Governance frameworks. Proven evidence of involvement with research.

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	<ul style="list-style-type: none"> • A working understanding of current radiation protection regulations. • Computer literate with some programming experience / knowledge, • Previous knowledge of the use of PACS, CR and/ or DR equipment. • Awareness of current professional issues. • Proven evidence of risk management and incident investigation experience. • Knowledge of local, national and (where relevant) international research ethics and governance procedures and frameworks 	
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APTITUDE & ABILITIES	<ul style="list-style-type: none"> • Able to deal with and manage projects across a broad range of personalities. • Ability to establish rapport with patients in order to obtain trust quickly. • Good communication skills, written and verbal, with ability to demonstrate fluency, clarity and effectiveness at all levels. • Ability to prioritise workload. • Organisational skills, showing initiative and be responsive to service needs. • Ability to concentrate on the task in hand despite workplace pressures. • Work in line with NHS principles, Trust and imaging network values. • Understanding and demonstrable experience of audit and service improvement • Ability to produce electronic data and documents required for assurance and accreditation work. 	<ul style="list-style-type: none"> • Ability to adapt to change within the work area. • Ability to maintain a safe working environment and culture for yourself and colleagues. • Good presentation skills • Ability to analyse and discuss problems from both sides of a situation and provide a report on it. • Ability in negotiating with and influencing staff colleagues.
DISPOSITION / ATTITUDE / MOTIVATION	<ul style="list-style-type: none"> • Works in a calm and organised manner and mixes in well as part of cohesive team. • Ability to demonstrate and build working relationships with people at all levels within the multidisciplinary teams. 	<ul style="list-style-type: none"> • Understands own strengths and weaknesses. • Flexible • Willing to take and give constructive criticism

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	<ul style="list-style-type: none"> • To have a caring, sensitive attitude towards other people, patients and staff providing compassionate leadership • Ability to motivate, inspire and gain commitment. • Highly motivated to provide quality research environment. • Professional at all times. • Able to demonstrate a commitment and understanding of the importance of treating all individuals with dignity and respect appropriate to their individual needs. • Willingness to maintain own development and encourage others to do likewise. 	
OTHER FACTORS	<ul style="list-style-type: none"> • Flexible working required at times to ensure tasks are completed within deadlines. • Must be able to drive/travel to sites and meetings across the SW region. 	