**East Midlands Clinical Academic Careers Advisory Group, a partnership of NHS and HEI organisations across the region supporting the development and growth of clinical academic careers for non-medics**

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**Clinical Academic Post Development Fellowship Award**

**Guidance Notes for 2019 Award**



The National Institute for Health Research (NIHR) Collaboration for Leadership in
Applied Health Research and Care East Midlands (CLAHRC EM) is a partnership between
Nottinghamshire Healthcare NHS Foundation Trust and the Universities of Nottingham and Leicester.

Background

This document contains details on applying to the Clinical Academic Post Development Fellowship award for non-medics, 2019.

The East Midlands Clinical Academic Careers Advisory Group, a collaborative partnership between NHS and HEI organisations supporting clinical academic careers across the region, has fellowship funding for one postdoctoral nurse, midwife, allied health professional, pharmacist or healthcare scientist to spend time developing a substantive, senior clinical academic post based jointly within an East Midlands University and a provider of NHS funded care.

The award offers a development and capacity building opportunity for one East Midlands’ healthcare professionals outside medicine and dentistry. Applicants must belong to one of the nursing, midwifery and allied health professional (NMAHP) eligible professions, a list of which can be found here: <https://www.nihr.ac.uk/funding-and-support/documents/ICA/TCC-ICA-Eligible-Professions-and-Registration-Bodies.pdf>.

Applicants require support from both an East Midlands based NHS healthcare organisation (or organisation delivering NHS funded care) and an East Midlands based higher education institution (HEI).

Expectations

During the fellowship, the successful applicant will need to spend time developing an agreed job description and role profile. This will involve holding discussions and negotiating with line managers, R&D departments, HR and Finance representatives from both HEI and NHS organisations to secure agreement to fund and host the substantive role at the end of the fellowship period.

This fellowship offers a significant opportunity to build a postdoctoral clinical academic career, and will help to continue the highly visible and influential work of clinical academics leaders within the East Midlands. As such, we hope that the role holder will become of one clinical academic leaders in the region by the completion of the award.

Eligibility

* Applicants must belong to one of the non-medical professions defined by the NIHR: <https://www.nihr.ac.uk/funding-and-support/documents/ICA/TCC-ICA-Eligible-Professions-and-Registration-Bodies.pdf>
* Applicants need to be working in the East Midlands, with an established post at a regional HEI or NHS organisation.
* Applicants need to have been awarded their PhD.
* Applicants should be employed at NHS AfC level 8a or thereabouts.
* Applicants must be able to demonstrate that they are both clinically and research active.
* Applicants should hold HEI and NHS contracts (substantive and honorary) at the time of application.

Required skills

Applicants should be:

* able to describe what a clinical academic career would look like for them;
* self-motivated, driven and independent, wanting to create and establish a bespoke clinical academic role;
* able to negotiate and work across organisational boundaries to deliver objectives;
* clinically focused with research leadership experience.

# Hosting arrangements and deliverables

The successful applicant will be employed by a University or NHS organisation in the East Midlands for the lifetime of the fellowship. At the conclusion of the fellowship, the following deliverables are expected:

* A NHS and HEI jointly agreed job description / role profile for a AfC Band 8a clinical academic leader;
* Confirmation of continued funding for the role (ideally jointly funded by an HEI and NHS organisation);
* A secured substantive post lasting at least 2 years post-fellowship;
* Evidence of how applicant has supported and grown clinical academic careers across the East Midlands.

Funding

Up to £30,000 is available as pump-priming funding for the successful applicant. This funding should be used to buy out time from their current responsibilities / cover their salary, and fund the development activities required in creating a clinical academic post. It is a requirement of funding that, at the completion of the fellowship, a substantive clinical academic post exists and the applicant is in post.

Applicants are required to detail how the funding would be utilised, including how much time (FTE % and length of fellowship) would be allocated to the award. We estimate that the funds could cover somewhere in the region of 6 months full-time (100% FTE) salary of a AfC band 8a practitioner, with some funds left for non-staffing costs. Institutional overheads / estate costs cannot be covered by the fellowship award.

The fellowship can be awarded on a full or part time basis.

All funds need to be accepted by host organisation (NHS or HEI) by early September 2019 at the latest, and will require written confirmation of protected ring-fenced status for lifetime of fellowship award, at the point of application.

Mentor

Applicants are encouraged to identify a suitable mentor or mentors. The mentor should be someone senior who can support guide the individual in developing the role, and working into and across HEI and NHS infrastructure to secure agreement on the future provision of the role.

Applicants will need to explain in their application why their chosen mentor(s) is suitable. Any mentor payment should be included within the £30,000 grant.

HEI and NHS support

Applicants are expected to identify an East Midlands HEI and NHS organisation who are willing to jointly support them in the fellowship application, and who will employ the applicant post fellowship, in the role that is created. Letters of support from each organisation should be provided with the application form. Applications without these letters of support will not be accepted.

Duration

The format and duration of the fellowship will be determined by the business case set out by the applicant on the application form.

The fellowship award must commence by 1st July 2019.

Fellowship deadlines and important dates

Applicants are advised to contact Professor Pip Logan in the first instance, and prior to submitting their application, to discuss their ideas and plans. Email: Pip.Logan@nottingham.ac.uk

* **Application launch:** w/c 14th January 2019.
* **Application Deadline:** 6th May 2019 (23.59pm); emailed to Emma.Rowley@nottingham.ac.uk.
* **Interviews:** 29th May 2019. To be held in Nottingham (NG7 2TU).
* **Start Date:** no later than 1st July 2019.

Useful Links

* ‘Transforming healthcare through clinical academic roles in nursing, midwifery and allied health professions: A practical resource for healthcare provider organisations’. Association of UK University Hospitals (2016): <https://www.medschools.ac.uk/media/2325/aukuh-transforming-healthcare.pdf>
* National Institute for Health Research (NIHR) Ten Years on: Adapting and Evolving to New Challenges in Developing Tomorrow’s Health Research Leaders: https://www.nihr.ac.uk/our-research-community/NIHR-academy/about-the-nihr-academy/strategic-review-of-training.htm
* National Institute for Health Research (NIHR) Building a research career https://www.nihr.ac.uk/our-research-community/documents/Building-a-research-career-handbook.pdf National Institute for Health Research (NIHR) Starting a Clinical Academic Career (presentation) <https://www.nihr.ac.uk/funding-and-support/documents/ICA/Starting-a-Clinical-Academic-Career-with-the-ICA-Programme-24th-January-2018-Webinar-Slides.pdf>
* Health Services Journal. Everyone Join in….Why Research Should Be Everyone’s Business: <https://www.hee.nhs.uk/sites/default/files/documents/HSJ%20supplement%20-%20Research%20impact.pdf>