Clinical Academic Careers Pathway Capability Framework for Nurses, Midwives and Allied Health Professionals

Clinical Capabilities

- Contributes to undergraduate teaching and supports implementation of evidence-based practice within own practice setting by seeking out opportunities to enhance service development and evaluation
- Contributes to the development of local policies and implements national guidelines
- Challenges practice through skilled observation, analysis, synthesis of internal and published evidence and evaluation outcomes, using supportive, collaborative and participatory strategies
- Contributes to Research Excellence Framework through income and publication
- Provides expertise and leadership in own clinical practice area based on national and international reputation
- Develops and implements new services and policies with an impact beyond own service area
- Leads service transformation at an organisational level
- Acts as a source of advice and guidance to specialist clinicians, leading and directing change to patient care based on best available evidence

Clinical and Research Responsibilities

- Contributes to undergraduate teaching and supports implementation of research into practice
- Contributes to established research groups/networks
- Supports research projects in own clinical area
- Identifies and develops local research translation) within the practice setting
- Takes a lead in a specific area of research activity (e.g. data collection, knowledge translation) within the practice setting
- Provides clinical and professional leadership of an area of specialism across HEI and NHS organisation
- Acts as a role model and leads a culture of research informed teaching and promotes lifelong learning.

Early Career

Mid Career

Senior Career

Clinical and Research Responsibilities

- Assesses, plans, implements and evaluates clinical care for patients/clients
- Supports research projects in own clinical area
- Contributes to undergraduate teaching and supports implementation of research into practice
- Develops and sustains an international research profile (including excellent publications in internationally respected journals)
- Leads research agenda in own practice setting
- Provides expert clinical advice across the organisation, wider health & academic community
- Leads organisational identification of research priorities
- Leads research programme at national and international level
- Leads supervisory and membership teams for early, mid and senior clinicians and academics
- Contributes to Research Excellence Framework through strategic leadership of programme at national/international level
- Leads NHS organisation, nursing, midwifery and AHP research strategy

- Establishes and maintains own research networks to facilitate engagement in research programmes
- Advances delivery of evidence based practice through educational development and delivery in the service or educational setting
- Acts as a credible clinical academic in delivering and facilitating education within and between the HEI and NHS
- Plans and leads the direction and development of own programme of clinical research in specialist area
- Chief Investigator on a substantial programme of clinical research, establishing and building major collaborative partnerships with other institutions or external bodies
- Proactively develops, manages and supervises research teams
- Acts as a role model and leads a culture that supports evidence-based service transformation
- Develops and sustains an international reputation in area of clinical research, demonstrated through leading and securing major funding and publishing in international peer reviewed journals

Research Capabilities

- Uses own practice experience to identify clinical research issues as the basis for own doctoral research work and to inform research agenda in own practice setting
- Critically appraises evidence and evidence-based guidelines, drawing on knowledge of patient need, practice environment and research to inform and develop own practice and that of others
- Develops systematic reviewing skills to identify, critically appraise and synthesise in order to inform solutions that address clinical practice issues
- Plans, develops and conducts innovative and high quality clinical research collaborating within and across NHS and HEI organisations
- Seeks to collaborate with established researchers on relevant projects and contributes to grant applications and then in time write own grant applications as Chief Investigator
- Establishes and maintains own research networks to facilitate engagement in research programmes
- Advances delivery of evidence based practice through educational development and delivery in the service or educational setting
- Acts as a credible clinical academic in delivering and facilitating education within and between the HEI and NHS
- Begins to develop a focused programme of research building on previous research undertaken using detailed knowledge of the context of clinical care and different research methods and designs
- Raises own, NHS and university profile through dissemination of new knowledge by presentation and publication in peer reviewed journals
- Builds on capacity and capability by acting as mentor for early career clinical academics and supervisor of doctoral students
- Plans and leads the direction and development of own programme of clinical research in specialist area
- Chief Investigator on a substantial programme of clinical research, establishing and building major collaborative partnerships with other institutions or external bodies
- Proactively develops, manages and supervises research teams
- Acts as a role model and leads a culture that supports evidence-based service transformation
- Develops and sustains an international reputation in area of clinical research, demonstrated through leading and securing major funding and publishing in international peer reviewed journals

Senior Career