

EMPLOYMENT CRITERIA / PERSON SPECIFICATION

The purpose of this specification is to identify the attributes required by applicants to perform the duties in the job description. The specification will be used to shortlist applicants and to compare how well candidates match the agreed specification. It will also be used by potential candidates to understand expectations and identify how their skills, behaviours and experience will be assessed.

Post Title	Band 5 Clinical Research Practitioner	Directorate/Department	Research and Development
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People with disabilities may apply for this post. Please specify in the box below if there are any physical or mental impairments/disabilities which may prevent performance of this post to an acceptable level. (Hiring managers may be asked what arrangements – if any, can be made to overcome disability i.e. provision of equipment or changes to the physical working environment / job tasks.)

Assessment Method Key (Note for candidates: This is not an exhaustive list and if you have any questions about the assessment methods listed, please contact the team member named on the job advert.)	
Interview	These criteria will be assessed during an interview, should you be shortlisted.
Application	These criteria will be assessed at shortlisting; therefore, anything not advised in your application can not be scored.
Presentation	During an interview you may be asked to produce a presentation, this is when these criteria will be assessed.

Physical requirements of the post			
Requirements	Assessment Method	Essential	Desirable
Health and physical abilities sufficient for the post (if necessary with reasonable adjustments with respect to the Equality Act/Disability Discrimination Act).	Occupational Health Assessment/Application/Interview	X	
Ability to move and handle patients and equipment with reasonable adjustments	Occupational Health Assessment/Application/Interview	X	
Ability to mobilise to and undertake 'Outreach' activities in other departments within the Trust, other healthcare settings and in the community, this may involve taking/transferring equipment and samples	Occupational Health Assessment/Application/Interview	X	

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Demonstrates clarity and breadth in use of verbal and written English Language in relation to our patient group and research activities	Application/Interview	X	
Appropriately completed application form	Occupational Health Assessment/Application/Interview	X	
Qualifications / training required			
Requirements	Assessment Method	Essential	Desirable
Degree/Level 6 NVQ in Life, Physiological or Physical Sciences or related field or able to demonstrate clearly equivalent level of theoretical and practical knowledge	Application and Interview	X	
Evidence of on-going professional development	Application and Interview	X	
Specialist qualification/Graduate/registration	Application and Interview		X
International Conference on Harmonisation/Good Clinical Practice (ICH/GCP) Certification	Application and Interview		X
Venesection and cannulation	Application and Interview		X
Previous or relevant experience necessary			
Requirements	Assessment Method	Essential	Desirable
Significant clinical experience, working face to face with patients, in a relevant speciality with proven ability and competence to undertake a range of clinical tasks, including but not limited to, vital signs, body measurements, and personal care.	Application and Interview	X	
Recent NHS clinical experience or equivalent	Application and Interview	X	
Understanding of personal accountability	Application and Interview	X	
Logical and consistent work and career pattern	Application and Interview	X	
Interest in Clinical Research	Application and Interview	X	
Provide evidence of teaching and supporting learners in practice	Application and Interview		X
Clinical Research experience	Application and Interview		X
Knowledge of UK Policy Framework for Health & Social Care, International Conference on Harmonisation/Good Clinical Practice (ICH/GCP)	Application and Interview		X

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Team management experience	Application and Interview		X
Aptitudes and skills required			
Requirements	Assessment Method	Essential	Desirable
Good interpersonal, communication, organisation, and time management skills	Application and Interview	X	
Clear written communication with attention to detail	Application and Interview	X	
Demonstrate ability to use initiative	Application and Interview	X	
Conversant in relevant safeguarding policies	Application and Interview	X	
IT literate (proficient in Microsoft office applications)	Application and Interview	X	
Able to understand complex/scientific/medical terminology	Application and Interview	X	
Experience with NHS IT systems (eCamis, Charts, EDMS).	Application and Interview		X
Willingness to work towards level of skills and competencies required in line with accreditation for Clinical Research Practitioners through the Academy of Health care Sciences	Application and Interview	X	
Personal Qualities			
Demonstrate resilience and can remain calm and composed in stressful situations	Interview	X	
Aware of learning needs	Interview		X
Special requirements of the post			
Requirements	Assessment Method	Essential	Desirable
Able to work flexible hours including shifts and night duty rotation	Interview	X	
Ability to concentrate in a busy office environment and hot-desking	Interview	X	
Ability to adapt to differing demands within working day/week	Interview	X	
Values and behaviours			

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Requirements	Assessment Method	Essential	Desirable
Able to demonstrate behaviours that meet the Trust Values <ul style="list-style-type: none">• Patients First• Always Improving• Working Together	Application and Interview	X	
Outside Interests			
Requirements	Assessment Method	Essential	Desirable
Demonstrates ability to maintain work/life balance	Application and Interview		