The University of Manchester

The Florence Nightingale Foundation Chair in Clinical Nursing Practice Research

A joint post between The School of Nursing, Midwifery and Social Work and Central Manchester University Hospitals NHS Foundation Trust and The Florence Nightingale Foundation

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Overview of post

Supported by the Florence Nightingale Foundation, this is a new substantive post developed as a partnership between Central Manchester University Hospitals NHS Foundation Trust and The University of Manchester. Both of these organisations have an extensive international reputation and substantial ambition. In coming together they have created an exciting opportunity. They are now seeking the right individual to realise this opportunity.

Applications are invited from candidates who are in a position to contribute to practice, research and teaching. The post holder should have a clinical background and a strong track record in attracting peer reviewed research funding; supervising postgraduate students; managing the research development of staff and teaching in areas relevant to clinical nursing practice.

The post is a substantive full-time contract with The University of Manchester. The post holder will also be awarded an honorary contract with Central Manchester University Hospitals NHS Foundation Trust.

The post holder’s time will be split equally between meeting the requirements and ambitions of Central Manchester University Hospitals NHS Foundation Trust and the School of Nursing, Midwifery and Social Work at the University of Manchester. This will be managed through performance indicators and measures within both institutions.
The University of Manchester

The University of Manchester is Britain’s largest and most popular university, with a distinguished history of academic achievement and an ambitious agenda for the future. The University, has four Nobel Prize winners amongst its current academic staff, and has embarked on an exciting and bold course which aims to make us one of the top 25 universities in the world, as set out in the University’s strategic vision for 2020: Strategic Vision 2020.

The University of Manchester was established in 1824, bringing together The Victoria University of Manchester and UMIST to form The University of Manchester. It has an excellent track record in research, as demonstrated by a research power exceeded only by Oxbridge in the RAE 2008 and specifically by the award of two Nobel prizes in physics in 2010. The University’s research strategy can be found via the following link: UoM Research Strategy.

The academic structure of The University of Manchester is made up of Faculties and Schools. There are four Faculties and further information about each Faculty and its related Schools can be found at UoM Faculties and Schools.
The Faculty of Medical and Human Sciences (FMHS)

The Faculty of Medical and Human Sciences is a leading international centre for research and education in medicine and a spectrum of health-related professions including nursing, midwifery, social work, pharmacy, dentistry, psychology, audiology and speech and language therapy.

A major review in 2011/2012 led to a new strategy and structure intended to enhance our research and teaching performance. A key component of the new approach is the creation of a matrix structure linking five Faculty Schools with six Faculty Institutes. The objective is to ensure that the Faculty achieves a major international academic profile in each priority area within a period of five years.

The new strategy will focus our research effort in six priority areas:

- Human Development including Women’s and Children’s Health
- Cardiovascular Sciences
- Cancer Science
- Inflammation and Repair
- Brain, Behaviour and Mental Health
- Population and Health Sciences

Details of the structure can be found at: FMHS Structure.

FMHS has around 6,500 undergraduate students and 2,500 post graduate students.

The Faculty has strong relationships with outstanding NHS partners which are critical in achieving our mission.
Manchester Academic Health Science Centre (MAHSC)

The University, and in particular the Faculty of Medical and Human Sciences, is a key member of the Manchester Academic Health Science Centre (MAHSC). Formed in 2008, MAHSC is a Federation of Equal Partners enabled by a Company Limited by Guarantee. The partners involved in the MAHSC are: The University of Manchester, Central Manchester University Hospitals NHS Foundation Trust, Manchester Mental Health and Social Care Trust, Salford Care Commissioning Group, formerly Primary Care Trust (NHS Salford), Salford Royal NHS Foundation Trust, The Christie NHS Foundation Trust and University Hospital of South Manchester NHS Foundation Trust.

MAHSC is one of only five Department of Health designated AHSCs in the UK. The designation is a mark of excellence across research, innovation, education and patient service, and recognition of the potential to excel in translational medicine. MAHSC’s vision is to be a leading global centre for the delivery of innovative applied health research and education into healthcare. As with other AHSCs, MAHSC has a dual role: to act as a beacon of international excellence for UK plc and to provide leadership and early adoption for our local health system. This will be delivered via a tripartite approach encompassing: research and innovation; education and training; and clinical service.

For further information, please refer to the MAHSC website: www.mahsc.ac.uk
The School of Nursing, Midwifery and Social Work

The School of Nursing, Midwifery and Social Work (formerly the School of Nursing, Midwifery and Health Visiting) was created in November 1996 through the merger of the Manchester College of Midwifery and Nursing and the School of Nursing Studies. The former Department of Nursing was established within the University in 1973. The School appointed the first Chair in Nursing and developed the first nursing degree in England. Social work teachers and researchers joined the School in October 2004 as part of the process of creating the new University of Manchester.

The School boasts a national and international reputation for teaching and research across nursing, midwifery, social work and related disciplines. The School was the top rated institution for Nursing and Midwifery research in the UK RAE 2008 with 85 per cent of research being world leading or world class. Our social work research also has a good reputation with nearly half world leading or world class.

The establishment of the School of Nursing, Midwifery and Social Work has provided significant opportunities to capitalise on the strengths of a leading academic department of nursing and a college with extensive experience of collaboration with the NHS in the provision of education for nurses, midwives and social workers. The University has provided social work education for many years, has strong links with local agencies and has a reputation for producing high calibre social work practitioners.

Rigorous review and professional body monitoring ensure that the School’s programmes meet relevant benchmark standards. All the professional bodies report that the School effectively control risks and monitoring reports convey their confidence in our provision.

The School is managed through an administrative structure comprising three teaching divisions: Undergraduate Education (Adult), Undergraduate Education (Child, Mental Health and Midwifery) and Postgraduate Education; a Directorate of Research; and an Academic Support Division. Professor Karen Luker is Head of School and is assisted by a Director of Research, Director of Undergraduate Education, Director of Postgraduate Education, four Research Group Leaders, Quality Assurance and Enhancement Officers (Undergraduate and Postgraduate), Head of School Administration, and School Accountant. The School has approximately 110 academic staff, nine Teaching Fellows, and is supported by 50 secretarial/support staff.

The School enjoys very favourable relationships with Primary Healthcare Trusts, Hospital Trusts, statutory, voluntary and independent social care providers. The School is extremely proud that its students are highly regarded by employers and this has led to 100 per cent employment of our students in their chosen fields.
Research groups within the School

We organise research in broad groups each with specific professorial lead: (one) Mental Health, (two) Cancer, Supportive and Palliative Care (three) Long Term Care and Rehabilitation and (four) Social Care and Population Health. We have particular strengths in mental health, cancer nursing, supportive and palliative care, promoting positive ageing, user involvement, child health, primary care and community nursing. The social work team are engaged in empirical and scholarly research especially in areas related to the deaf/deaf community and social care of children. We focus our effort to build on the strengths identified in RAE 2008.

Please see website for more details: www.nursing.manchester.ac.uk/research/
Central Manchester University Hospital NHS Foundation Trust

The Trust came into being on 1st January 2009 following a successful application to become a Foundation Trust. Our Trust is located in Manchester, just two miles outside the city centre. It is the leading Trust for teaching, research and specialist services in the North West of England. We provide an extensive range of district general hospital services to the local population of 166,000 residents within central Manchester and tertiary and specialist services to patients from across the North West and beyond. We are made up of six hospitals along with Manchester’s community health services.

We are a centre of excellence for healthcare research with a long standing and extremely successful academic partnership with The University of Manchester. We collaborate closely with other NHS organisations in Greater Manchester and have strong links with institutions within Manchester such as the City Council and across the North West and beyond.

The Trust is a large and very complex organisation. Cutting through all of this however is our continued focused attention on three themes, namely:

- Patient safety and clinical quality
- Patient and staff experience
- Productivity and efficiency
Our vision is:
To become the leading integrated health, teaching, research and innovation campus in the NHS and to position itself on an international basis alongside the major biomedical research centres, as part of the thriving city region of Manchester – with its strong emphasis on economic regeneration, science and enterprise.

We aim to position the Trust as:
• The leading provider of tertiary and specialist services in the North West.
• A prestigious internationally renowned centre for research and innovation.
• An excellent district general hospital for the residents of central Manchester.
• At the heart of the regeneration of Manchester.
• The best place to train and work.

And we are committed to:
• Treating our customers safely, courteously and with dignity and respect.
• Providing care and treatments for patients within state of the art facilities that are clean and free from infection.
• Delivering care, treatment and advice that combines clinical excellence with the highest standards of patient safety, is based upon the best research and employs the latest clinical technologies.
• Offering a unique range of services to the North West, treating and managing the simplest to the most complex conditions and diseases.

Please see website for more details: www.cmft.nhs.uk
The Florence Nightingale Foundation

The Florence Nightingale Foundation exists to support nurses and midwives with scholarships, mentoring and to give them the recognition they so richly deserve.

The Foundation raises vital funds to support this key group of clinical professionals by enabling study, promoting innovation in practice, at home and abroad, and extending knowledge and skills to enable nurses and midwives to meet changing needs and improve patient care.

At the heart of our Foundation is the continuation of the work of Florence Nightingale who began equipping senior nurses and midwives with the confidence to represent their profession at the very top levels of our health system.

The Foundation supports scholarships for Travel, Research and Leadership. A number of Chairs in Clinical Nursing Research are also being developed. An Annual Commemoration Service is held and a two day National Conference to showcase scholarly activity.

Further information: www.florence-nightingale-foundation.org.uk/
Details of appointment

The Trust, the University and the Florence Nightingale Foundation wish to establish Manchester as a leading centre of clinical nursing practice research. This role will build the research capacity in the Trust and enhance the work of The School of Nursing, Midwifery and Social Work and provide leadership to push forward an academic research agenda in nursing and allied health care. The post holder will develop a programme of externally funded work, providing new opportunities for postgraduate researchers and clinical professionals to engage in research and develop and consolidate their research skills to take forward research alongside practice innovation.

This will be a substantive contract within the School of Nursing, Midwifery and Social Work. The Florence Nightingale Foundation Chair in Clinical Nursing Practice will be based in the Jean McFarlane Building where administrative and research support commensurate with the role will be provided.

The post holder will have an honorary trust contract. When in the Trust, the post holder will also be provided with appropriate administrative support.

The post holder will also act as an ambassador for the Florence Nightingale Foundation.

In addition to the core funding for the post and administrative support, resource will also be provided to run a series of lectures entitled The Florence Nightingale Foundation Lecture Series.
Applications are invited from candidates who can participate in Trust and School life as indicated summarised below:

Research

- Develop a programme of externally funded research work in the field of clinical nursing practice, directing research activity to an area of care where most benefit to the patient could be achieved.
- Provide academic leadership to staff in cognate areas in the School/Trust.
- Provide leadership to nurses undertaking academic research within the Trust to build research capacity in the nursing workforce.
- Work throughout the Trust and with Florence Nightingale Foundation Scholars to develop research capability and support emerging researchers, and develop collaborative multidisciplinary research.
- Actively work to foster research enquiry in clinical staff, including identification of gaps in clinical knowledge.
- Provide support to the Trust to develop strategies to enhance patient experience through the application of research.
- Work to develop meaningful national and international research collaborations.
- Build, as appropriate, research partnerships between the School and the Trust with national and international research partners.
- Contribute to the School and Trust’s overall research performance by publishing in high quality journals.
- Contribute to the delivery of MAHSC and AHSN priorities.
- Support nurses in practice to translate research into clinical practice.
- Support and encourage Florence Nightingale Foundation scholars and encourage applications for scholarships.
- Support the development and evaluation of values based nursing.
- Work with the Trust to integrate research into the quality agenda; with a particular focus on the delivery of harm free care.
Education

- Become conversant with the education strategy and course provision in the School.
- Contribute to teaching in the School, as appropriate.
- Contribute to evidence-based education and practice, as appropriate.
- Contribute to the nursing and midwifery education and training agenda within the Trust.
- Supervise postgraduate students.
- Lead strategies to increase research awareness and capability at all levels within the nursing workforce.
- Provide challenge to current practice and support the development of advances in practice.
- Develop links with the Trust Organisational Development and Training Department to ensure that training and development is informed by research and the impacts on practice are systematically evaluated.
- Take an active part in the planning and delivery of the annual Florence Nightingale Foundation Conference.
Management

- Take an active role in the leadership of the School as required by the School’s Policy and Planning Team.
- Support the Head of School by undertaking delegated administrative responsibilities and other duties as necessary following consultation.
- Support the Chief Nurse and Directors of Nursing to deliver and evaluate the Trust nursing and midwifery strategy.
- Work in collaboration with the senior nursing team, led by the Chief Nurse and report to the Director of Nursing (Children) on behalf of the Chief Nurse.
- Keep up-to-date with health policy changes in so far as they are relevant to the activities of the Trust and School.
- Provide input into key strategic developments of the Trust as appropriate (e.g. Living Longer Living Better).
- Participate as a full member of the School through Divisional and School activities, meetings, events etc.
- Contribute to School and Trust strategy documents.
- Advise upon and contribute to the development of academic staff in areas of research and publications.
- Contribute to the patient-focussed research and development agenda within the Trust.
- Support strategies to ensure that clinical policy development is underpinned by research.
- Work with the Deputy Directors of Nursing for Quality and for Professional Practice to ensure the integration of these agendas with the research agenda.
- Participate in Florence Nightingale Foundation interviews for scholarship candidates.
- Be involved in other Florence Nightingale Foundation activities by agreement.
Person specification

The successful appointee will meet the following criteria:

Work experience

**Essential**
- Experience in obtaining externally funded research income.
- Supervising postgraduate students.
- Ability to demonstrate good relationships with the health service.
- Clinical experience.
- Demonstrable contribution to evidence-based practice.

**Desirable**
- Experience of international research.
- Experience of working in the higher education sector.

Education/qualifications

**Essential**
- First Degree.
- PhD.
- NMC registration or eligibility or register at 1st level.

**Desirable**
- Experience of shared learning.
Person specification continued.

Skills and abilities

**Essential**
- Proven research leadership and some management experience.
- Ability to take initiative.
- Good communication skills.
- Ability to motivate colleagues.
- Demonstrable ability to work within multidisciplinary teams.
- Proven track record of publishing in peer reviewed journals in relevant areas.
- Good teaching skills.
- Excellent organisation skills.
- Recent knowledge of clinical nursing practice research.
- An understanding of NHS strategic priorities and the National R & D framework.

**Desirable**
- An understanding and appreciation of the issues of relevance to Nursing practice research and education.
- IT skills.
Appointment process and how to apply

Perrett Laver will support the selection panel in the discharge of its duties, both to assist in the assessment of candidates against the requirements for the role and to identify the widest possible field of qualified individuals.

Applications should consist of a full curriculum vitae and a covering letter. These can be uploaded at www.perrettlaver.com/candidates quoting reference 1418.

The selection panel will convene to decide upon the field of shortlisted candidates.

These individuals will be invited to meet with senior stakeholders at the University to discuss the appointment further, with final interviews being held on 17th February 2014.