

Job Description

Job Details:	
Job Title:	Senior Researcher in Supportive and Palliative Care.
Grade:	Croner - R&D/Scientific/Technical – Rank 2-3
Department:	Education and Research
Directorate:	Clinical Services
Reporting to:	Head of Education and Research
Job Summary / Main Purpose: Work directly alongside the Head of Education and Research, and in collaboration with other members of the Centre for Education and Research at Dorothy House to secure, deliver and disseminate supportive and palliative and end of life care research for the benefit of people and their families. Under a secondment agreement, they will also work with colleagues at the Centre for Health and Care Research, University of the West of England, Bristol. The postholder will support the development of research questions and the writing and submission of robust grant funding applications, as well as leading, conducting and disseminating research with measurable impact with both organisations. They will be responsible for the line management of any research staff employed on externally funded research grants that they lead. The post holder will engage with relevant research networks, regional, national and international supportive and palliative care providers and academic research partners, to identify and exploit opportunities for innovative research that improves the lives of people towards the end of life.	
Principal Duties and Responsibilities Research • Develops research objectives and proposals for collaborative research funding applications, working with patient and public contributors, clinical and academic partners. • Leads and delivers collaborative research projects and conducts knowledge mobilisation activities to share research findings for national and international audiences. • Measures and disseminates impact of research on clinical practice, education, and/or policy Project Management • Works autonomously within agreed parameters to effectively lead and manage projects and teams to fulfil their potential. • Brings a demonstrable understanding and appreciation of the importance of Equality and Diversity to all aspects of research project management.	

- Sets budgets for projects and maintains accurate expenditure records, working within an agreed budget, and being responsible for facilitating payment of research participants and Public Contributors' expenses.

Communication

- Effectively communicates complex information, including material of a specialist or sensitive nature to colleagues, patients, carers, volunteers and external stakeholders to ensure delivery and completion of targets.
- Prepares and deliver verbal updates and written reports on research projects for internal and external stakeholders.

Teamwork/people management

- Using excellent interpersonal and communication skills, leads and actively empowers others to deliver high quality research with impact.
- Provides mentorship to maximise performance and potential of others including undergraduate and postgraduate students.
- Conducts Line Management responsibilities to research staff employed on external research grants that they lead.
- Actively participates in the design and delivery of research related strategic objectives for Dorothy House and the University of the West of England

Liaison and networking

- Builds and supports internal and external collaborative networks to exchange information and to form relationships for future collaboration.
- Teaching and learning
- Assists in the development of staff and student research skills (UG and PG supervision). Contributes to the assessment of student assignments in Education and Research.
- To participate in the day-to-day activities of the research team, promoting an effective and inclusive learning environment, providing support and training in research methods to enable staff to contribute to research.

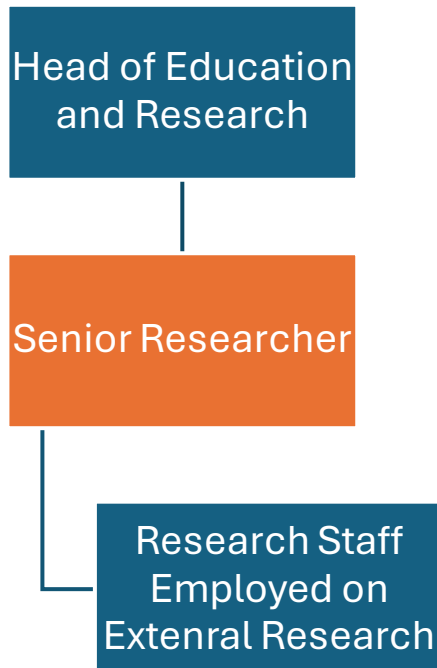
Research governance

- Adheres to organisational research governance policy and procedures at all times.

Professional development

- To identify own professional development with line manager and participate in the personal development review (PDR) system.
- To maintain personal research awareness within the specialty of Palliative and End of Life Care and a working knowledge of research ethics.
- To maintain patient confidentiality and be familiar with NIHR Good Clinical Practice standards.
- To work within the policies and procedures of Dorothy House Hospice and the University of the West of England.

Structure Chart



Contacts:

Head of Education and Research
UWE Partnership Lead

Special Note

This job description does not form a part of the contract of employment but indicates how that contract should be performed. The job description will be subject to amendment in the light of experience and in consultation with the post holder.

Leadership Commitment

As a People Manager at Dorothy House, you play a vital role in shaping our culture, supporting our teams, and delivering our purpose “**to empower, collaborate and deliver so that no one faces death alone**”.

As part of our Manager Role Profile, this role is identified as a “**Team Leader**”. This means that you will commit to:

Lead Me Well:

- Set clear agreements and make sure people understand what’s expected of them.
- Follow through on what you say you’ll do.
- Tackle difficulties early - don’t escalate issues that are yours to hold.

Support My Development and Wellbeing:

- Check in regularly on how people are doing - not just tasks.

- Spot strengths and offer opportunities to grow.
- Notice stress early and take action.

Listen to Me and Keep Me Informed:

- Keep to regular check-ins - don't cancel without good reason.
- Keep your team in the loop.
- Listen without distraction and respond clearly.

No Smoking Policy

Dorothy House operates a No Smoking Policy for all staff, volunteers and visitors in relation to promoting health. It applies to the Hospice premises and grounds at Winsley, all Dorothy House shops and when staff are on duty in patients homes.

Confidentiality

All of the work relating to patients, carers, donors, staff and volunteers and any other information gained are of a confidential nature and must not be communicated to other persons except in the course of duty.

Health and Safety at Work Act

It is the responsibility of all employees to ensure that the requirements of the Health and Safety at Work Act are complied with safe working practices are adhered to and that hazards are observed and reported to the appropriate office.

Safeguarding

Dorothy House is committed to promoting the wellbeing of all adults and children who use our services, ensuring that they live a life that is free from harm, abuse and neglect. We work in an open and transparent way and encourage staff, volunteers, patients and families to raise any safeguarding concerns. All staff should ensure that they are aware of their responsibilities and attend the mandatory training as required.

Person Specification

Criteria	Essential	Desirable
Doctoral qualification (PhD or Professional Doctorate) in a health and social care, psychology, public health, or other relevant discipline, or equivalent research experience at a senior level.	X	
Demonstrable experience designing, conducting and delivering research within supportive, palliative or end of life care settings.	X	
Experience of developing successful research funding applications, including contributing to or leading grant submissions to external funders.	X	

Track record of sharing research findings through peer-reviewed articles, conference presentations, reports or other publications.	X	
Experience leading complex research projects, including planning, governance, budget management and delivery of outcomes within agreed timescales.	X	
Excellent communication and relationship-building skills, with the ability to work effectively with clinicians, patients, families, public contributors, academics and external partners.	X	
Can demonstrate knowledge of research governance, ethics and Good Clinical Practice requirements - with experience of applying these within health or social care research.	X	
Experience of conducting research within a hospice or community palliative care setting.		X
Experience of line management, supervision, mentoring or development of staff and/or students.		X
Experience of working in collaboration with Higher Education Institutions, NIHR infrastructure, or research networks.		X
Holds a professional registration with a relevant professional body.		X