



## **Introduction**

The North West Coast (NWC) region has significant challenges regarding its population health and in particular its ageing population with increasingly complex needs. Recent research through NIHR has shown that research active healthcare organisations have better patient outcomes and to support research development the HEE R&I strategy emphasises the need to develop education strategies to ensure future professional staff are technologically literate and able to promote the adoption and spread of research and innovation, particularly in respect of long-term conditions and their prevention.

A strategic goal of the CRN NWC is to increase the opportunity to participate in high quality clinical research across the population of the region through the development of research capability and capacity.

## **Early Career Researcher Development Pathway (ECRDP)**

The ECRDP programme is a 12-month programme to support the specific development of early career research Nurses, Midwives and Allied health Professionals (NMAHP) as future research leaders in the region with aspiration to be the Principal and Chief Investigators of the future and also to provide a pipeline of future NMAHP applicants for the CRN NWC scholars programmes.

## **Course aims**

- ❖ To understand the drivers, policy context and value of research in the NHS and across the NWC Region.
- ❖ To understand the role of the NIHR CRN NWC and how to involve patients and organisations in research
- ❖ To ensure the development of the knowledge, intellectual abilities and methodologies to do and lead research.
- ❖ To understand how to engage and influence others to ensure the wider impact of research
- ❖ To understand the factors/dimensions that create and enable leadership in research.
- ❖ Develop the personal qualities and approach to be an effective researcher.
- ❖ Have knowledge of the standards, requirements and professionalism to do research
- ❖ To identify and fulfil personal development needs/learning outcomes
- ❖ To create a personal network that will progress and promote the research leadership journey.
- ❖ To engage with current Principal and Chief Investigators in the NWC region and understand their role and its impact.
- ❖ To develop reflective practice skills
- ❖ To develop aspirational goals and an initial 3-year career plan to achieve leadership potential.

### **Eligibility criteria**

The programme will offer up to 25 places to NMAHP who: -

- ❖ Are employed by CRN NWC & Greater Manchester partner organisations. Please see appendix 1 for list of eligible partner organisations.
- ❖ Can demonstrate a significant interest and commitment to health and social care research and an ambition to become a research leader
- ❖ GCP aware (courses available online)
- ❖ **Applications from all disciplines will be considered but we particularly encourage applicants in the following disciplines where NIHR and/or the CRN have highlighted as priority areas: Cardiovascular including stroke, Dementia and Ageing, mental health, Infection including sexually transmitted diseases.**
- ❖ Educated to degree level and previous research experience would be an advantage
- ❖ Work in an environment where your potential as a clinical researcher can be fostered and supported by your organisation.
- ❖ Have support from employing organisation with agreement to provide at least two days per month study time (**must attend 90% of course dates**)

Selection will be by application and interview; it is anticipated that this will be a competitive process.

### **Application process**

- Applicants for the programme will complete a standard application form (Appendix 1) and submit a brief CV by the programme's closing date of Monday 22<sup>nd</sup> March 2021.
- Applicants should provide with their application written confirmation from their Line Manager/Supervisor and their employing organisation that they will be released for this programme one day per month for 12 months and provide a further one study day per month to support programme study. (two days per month)
- Shortlisted applicants will be invited to attend an interview on either 22<sup>nd</sup> or 23<sup>rd</sup> April 2021 with the programme due to commence on 17<sup>th</sup> & 18<sup>th</sup> June 2021. The interview panel will consist of experienced researchers and senior leaders of the CRN NWC.
- Applicants will be notified by email by Monday 5<sup>th</sup> April if shortlisted to attend for interview on the 22<sup>nd</sup> or 23<sup>rd</sup> April 2021 (please save these dates in your diaries)
- Feedback will be provided for applicants that are not successful following interview
- Places on the ECRDP cannot be deferred.
- This programme is only open to nurses, midwives and allied health professions working within the CRN NWC region (see map for NWC region)

### **Programme format and content**

The programme is a 12-month course delivered over 10 days (i.e. equivalent to 1 day per month). There will also be one two-hour coaching session in-between each workshop. Dates for coaching sessions to be arranged once coaching groups have been assigned and coaching sessions will take place online.

The programme will embrace a blended learning approach with homework, assignments (including a video diary) mentoring and practical placements that will ensure that all relevant content is covered during the 12-month period.

The programme is lead by NHS Research and Development North West, which includes leadership coaches, organisational development experts, facilitators and a range of visiting speakers who will cover specialist topics.

The programme consists of:

#### ***Programme Launch Days 1&2***

The launch is a two-day residential taking place at an NWC regional venue.

**Day 1** sets out the parameters of the programme, the learning objectives, and expectation of learners' participation. It will establish the cohort as a community of practice building on the work of Wenger and Wheatley, embeds reflective practice and peer-to-peer learning. Pairing with mentors will be explored and the coaching groups will be formed. New learning tools will be introduced and other creative activities that will enhance the learning experience. The assignments, placements and expected outcomes for the programme will also be outlined at the launch.

**Day 2** will start to address the drivers, policy context and value of research in the NHS and across the NWC Region, ensure the development of the knowledge, intellectual abilities and techniques to do and lead research and look at engagement, influence and impact

#### ***One-day workshops***

A further 7 one day workshops will be delivered over the 12 months to address the aims and objectives of the programme and will consist of leadership theory, guest speaker presentations, and development of reflective practice. There will be workshops to develop confidence, personal presence and establish individual values-based working. There will be time after each session for *group* coaching which will bring the coaching conversation into a small group context. These will consist of one two-hour sessions after each workshop.

#### ***The final day***

On the last day of the programme there will be a presentation by all participants of their learning journey based on their reflective practice journals, a summary of their career plans and their aspirational goals for the future. Mentors and coaches, CIs from placements and senior CRN staff will be invited to watch the presentations.

**2 Day - Placement** (either two days together or two separate days.)

Each course participant needs to be familiar with the research leadership role and during the programme will need to identify a research leader within the region, preferably one who is a NMAHP research leader, and arrange to spend some time shadowing this person and finding out what is involved in their job to better understand and experience the leadership role in research. This is also an opportunity for them to network at senior level and identify other individuals and organisations that can support them in their career plan. Support will be provided in contacting and engaging with suitable leaders and structuring the two days for maximum benefit.

*(In their own time each participant will also be expected to seek out and connect with a range of people and organisations to build their personal network, for example, R&D managers and directors, academics in local HEIs, REC Chairs and PPIE leads and champions).*

**Course outcomes**

On immediate completion it is expected that each participant will: -

- ❖ Have a completed reflective diary
- ❖ Have developed a personal career plan with set short-term goals (to be achieved in one year or less) and long-term goals (to be achieved in one to five years).
- ❖ Be more responsive and alert to opportunities for networking and developing reputation and esteem
- ❖ Have developed links with the R&D director and department in their employing Trust
- ❖ Have a foundation network of key people and organisations to support and enable their career plan
- ❖ Have both theoretical knowledge and some practical application of research methods
- ❖ An understanding of information literacy and management, research income and funding generation
- ❖ Have increased skills and confidence in their abilities to lead

**Evaluation**

Before and after questionnaires will be administered to all participants and pre- and post-course telephone interview conducted to provide an immediate evaluation of the programme.

**Dates for Cohort 2**

Interview date: 22<sup>nd</sup> & 23<sup>rd</sup> April 2021  
Residential launch – 1<sup>st</sup> & 2<sup>nd</sup> July 2021

Workshop dates for 2021:

22<sup>nd</sup> July  
16<sup>th</sup> September

14<sup>th</sup> October  
18<sup>th</sup> November  
16<sup>th</sup> December  
20<sup>th</sup> January 2022  
24<sup>th</sup> February 2022  
24<sup>th</sup> March 2022 – Celebration Event.

2day placement – to be completed before the celebration event in March

We hope that workshops will take place in person, however due to COVID-19 restrictions, if this is not possible we will adapt and take the sessions on line where necessary.

## Appendix 1

### List of partner organisations

#### NHS Partner Organisations

The CRN North West Coast is a 'network' that comprises of 40 NHS partners consisting of 21 NHS Trusts and 19 Clinical Commissioning Groups (CCGs). The Royal Liverpool and Broadgreen University Hospitals NHS Trust hosts the network.

Aintree University Hospital NHS Foundation Trust

NHS Blackburn with Darwen CCG

Alder Hey Children's NHS Foundation Trust

NHS Blackpool CCG

Blackpool Teaching Hospitals NHS Foundation Trust

NHS Chorley and South Ribble CCG

Cheshire and Wirral Partnership NHS Foundation Trust

NHS East Lancashire CCG

Countess of Chester Hospital NHS Foundation Trust

NHS Fylde and Wyre CCG

Lancashire Care NHS Foundation Trust

NHS Greater Preston CCG

Lancashire Teaching Hospitals NHS Foundation Trust

NHS Halton CCG

Liverpool Heart and Chest Hospital NHS Foundation Trust

NHS Knowsley CCG

Liverpool Women's NHS Foundation Trust

NHS Liverpool CCG

Mersey Care NHS Foundation Trust

NHS Morecambe Bay CCG

Mid Cheshire Hospitals NHS Foundation Trust

NHS South Cheshire CCG

North West Boroughs Partnership NHS Foundation Trust

NHS South Sefton CCG

Southport and Ormskirk Hospital NHS Trust

NHS Southport and Formby CCG

St Helens and Knowsley Teaching Hospitals NHS Trust

NHS St Helens CCG

The Clatterbridge Cancer Centre NHS Foundation Trust

NHS Vale Royal CCG

The Royal Liverpool and Broadgreen University Hospitals NHS Trust

NHS Warrington CCG

The Walton Centre NHS Foundation Trust

NHS West Cheshire CCG

University Hospitals of Morecambe Bay NHS Foundation Trust

NHS West Lancashire CCG

Warrington and Halton Hospitals NHS Foundation Trust

NHS Wirral CCG

Wirral Community NHS Trust

Wirral University Teaching Hospital NHS Foundation Trust

Greater Manchester Region:

**Our trusts are:**

[Manchester University NHS Foundation Trust](#)

[Salford Royal NHS Foundation Trust](#)

[Pennine Acute Hospitals NHS Trust](#)

[Stockport NHS Foundation Trust](#)

[The Christie NHS Foundation Trust](#)

[Wrightington, Wigan and Leigh NHS Foundation Trust](#)

[Bolton NHS Foundation Trust](#)

[Pennine Care NHS Foundation Trust](#)

[Greater Manchester Mental Health NHS Foundation Trust](#)

[Bridgewater Community Healthcare NHS Foundation Trust](#)

[Tameside and Glossop Integrated Care NHS Foundation Trust](#)

[North West Ambulance Service NHS Trust](#)

[East Lancashire Hospitals NHS Trust](#)

[East Cheshire NHS Trust](#)