

**NHS****Great Ormond Street
Hospital for Children**
NHS Foundation Trust

JOB DESCRIPTION & PERSON SPECIFICATION

Job title: Band 6 Children's Nurse

GOSH profile

Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH) is an international centre of excellence in child healthcare. GOSH is an acute specialist paediatric hospital with a mission to provide world-class care to children and young people with rare, complex and difficult-to-treat conditions.

Together with our research partner, the UCL Great Ormond Street Institute of Child Health, we form the UK's only academic Biomedical Research Centre specialising in paediatrics. Since its formation in 1852, the hospital has been dedicated to children's healthcare and to finding new and better ways to treat childhood illnesses.

Great Ormond Street Hospital receives nearly 300,000 patient visits (inpatient admissions or outpatient appointments) every year (figures from 2018/19). Most of the children we care for are referred from other hospitals throughout the UK and overseas. There are 60 nationally recognised clinical specialities at GOSH; the UK's widest range of specialist health services for children on one site. More than half of our patients come from outside London and GOSH is the largest paediatric centre in the UK for services including paediatric intensive care and cardiac surgery.

Through carrying out research with the UCL Great Ormond Street Institute of Child Health, University of London and international partners, GOSH has developed a number of new clinical treatments and techniques that are used around the world.

The UK's only academic Biomedical Research Centre (BRC) specialising in paediatrics is a collaboration between GOSH and UCL Great Ormond Street Institute of Child Health. We are a member of University College London (UCL) Partners, joining UCL with a number of other hospitals – an alliance for world-class research benefitting patients.

In partnership with six other NHS trusts, we are the lead provider for North Thames Genomics Medicine Centre, part of the national 100,000 Genomes Project.



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GOSH at a glance



Great Ormond Street Hospital Culture and Values

The Trust has developed the Always Values with our staff, patients and families that characterise all that we do and our behaviours with our patients and families and each other.

Our Always Values are that we are:



Diversity & Inclusion

Here at GOSH, we believe that improving lives for our patients begins with improving how we learn, work and grow as colleagues. So, we're changing. We know that we need to develop a more inclusive culture where everyone feels seen and heard. By growing an ever more diverse workforce, we'll have a greater range of perspectives and knowledge in our GOSH community, meaning that we can provide the children and young people at our hospital with even better care. At GOSH we have opportunities for our staff to engage with colleagues through the following networks: REACH (Race, Ethnicity and Cultural Heritage) ENABLED (Enhancing Abilities & Leveraging Disabilities Network), PRIDE & Women's networks.

Job title	Research Nurse
Directorate	Research & Innovation
Band	6
Supervised by	NIHR CRF Sister/Senior Research Nurse
Type of contract	Permanent
Hours per week	37.5
Location	NIHR Clinical Research Facility
Budgetary responsibility	To ensure CRF and study resources are managed appropriately and in accordance with local policy
Manages	on-registered clinical staff (HCAs / Assistant Research Practitioners)

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Main purpose of the job

You will work as a skilled member of the team, providing a high standard of holistic, family-centred clinical care to children and their families participating in research studies. With support from the Children's Research Sisters, you will lead on the co-ordination and implementation of a number of research programmes from a variety of different specialities. You will be responsible for the recruitment of participants, facilitation of the consent process, administration of the clinical interventions required as part of the study (e.g. IV drug infusions), observing and responding to side effects (e.g. anaphylaxis), as well as liaising with drug companies and other study sponsors and ensuring the accurate collection and submission of data, in line with the study protocols and research regulations. You will also be required to deputise for the Children's Research Sisters in their absence and to take an active role in supporting and developing new members of the CRF team.

The NIHR CRF core hours are Mon – Fri 08.00-18.00, with some early evenings, nights and occasional weekend depending on the clinical trial requirements.

Key working relationships

Internal:

Head of CRF and Head of Nursing Clinical Research

Matron Research & Innovation

CRF Clinical and Administrative Team

Clinicians, nurses and support staff involved in research within the Trust and the Institute of Child Health (ICH)

R&D Office

NIHR Clinical Research Network: North Thames

External:

Children/young people and their families taking part in research Studies

Trial/study Sponsors

Pharmaceutical companies conducting trials

Main duties and responsibilities:

Clinical:

- To co-ordinate the care of your own case load of clinical study participants with support from the
 - Children's Research Sisters/ Matron Research & Innovation and Head of Nursing .
 - Undertake extended roles in relation to the demands of the individual studies.
 - To attend multi-disciplinary meetings, and appropriate clinics, to screen and recruit new participants, and to act as a resource to the members of the MDT.
 - To ensure the safe administration of treatments and drugs that are given within the context of a clinical study.
 - To ensure that study specific investigations are undertaken as required by the study protocol, in order to establish eligibility and safety to enter the study.
 - To provide ongoing information, education and support to children, carers and families regarding clinical studies.
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- To ensure blood and other samples are collected for pharmacokinetic studies as required by the study protocol.
- To maintain accurate documentation of clinical events.
- To accurately document data collected into the case report forms (CRF).
- To monitor and report treatment toxicity/side effects and initiate changes to treatment as required by the protocol.
- To record and report adverse events that occur whilst the child is in the clinical study to the relevant personnel (including the Children's Research Sisters/ Matron Research & Innovation and Head of Nursing) and act as required.
- To report and record serious adverse events that occur whilst the child is in the clinical study to the Children's Research Sisters, Matron Research & Innovation and Head of Nursing, study co-ordinator/principal investigator (PI) and relevant local personnel/regulatory authorities.
- To provide ongoing follow up care whilst child is in the clinical study.
- To refer to other specialists as required providing optimal care for the child.
- To act as a primary contact point (for study issues) for the child and family in a clinical study.

Research:

- To manage a portfolio of clinical studies with assistance from the Children's Research Sisters/ Matron Research & Innovation and Head of Nursing.
- To have an awareness of and work within the remit of the NIHR Clinical Research Nurse Strategy
- To assist the team in identifying strategies for recruiting children to clinical studies.
- To ensure that clinical study protocols are adhered to.
- To ensure that you and your team work according to Good Clinical Practice (GCP) and research governance standards for clinical studies.
- To ensure Trust R&D Management Approval is in place prior to commencing a study.
- To facilitate the informed consent process (appropriate to age and understanding) ensuring the following is accounted for:-
- The child (and significant others) fully understand the nature of the clinical study.
- The child is aware that entry into the study is voluntary and they can withdraw at any point without prejudice.
- The child is aware of any extra procedures required by the study.
- The consent form is completed accurately and filed as required.
- To be responsible for forwarding study data in a timely manner to the appropriate place.
- To liaise with clinical study personnel outside the hospital as necessary.
- To supply data as required to the Children's Research Sisters/ Matron Research & Innovation and Head of Nursing regarding the progress of clinical studies.
- To register/randomise children into studies.
- To identify barriers to recruitment to studies and ensure that the Children's Research Sisters/ Matron Research & Innovation and Head of Nursing are aware of these. Implement action/plans as required.
- To provide support for clinical study colleagues in their absence.
- To attend meetings relevant to the nature of the job.
- To assist the Children's Research Sisters/ Matron Research & Innovation and Head of Nursing in the identification of suitable protocols, taking account of available resource, in expanding the clinical research programme portfolio.

Administration:

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- To ensure that clinical study recruitment records are accurately maintained.
- To access the computer network as required retrieving relevant information.
- To ensure that clinical studies are effectively archived as required.

Education and Training:

- To identify your learning needs in relation to a specialist area of practice.
- To develop and evaluate teaching/learning resources.
- To act as a resource for colleagues in relation to clinical studies.
- To work with the Children's Research Sisters/ Matron Research & Innovation and Head of Nursing to help ensure that all relevant health care professionals are educated and supported as required, enabling them to care for children in clinical studies.
- To maintain an up-to-date knowledge of the paediatric articles related to the clinical studies you are leading on.
- To continue your own professional development, keeping updated with current practice and maintaining PREPP requirements.
- To maintain links with other clinical research nurses to develop and share knowledge and to provide mutual support.
- To attend national meetings in relation to clinical studies as appropriate and agreed by the Children's Research Sisters/ Matron Research & Innovation and Head of Nursing.
- To maintain an awareness of current advances in paediatric treatments, research and nursing practice and uses this knowledge to maintain the highest standard of care for children.

Managerial:

- To deputise for the Children's Research Sisters in their absence.
- To participate in the process of recruitment and retention of staff.
- To act as a mentor/preceptor for more junior members of the team and facilitate their development through challenge and support.
- To contribute to the appraisal process, and if required disciplinary activities.
- To contribute to the development of clinical and research policies/procedures/standard operating procedures.
- To undertake an agreed link co-ordinator role, cascading information and helping to organise training as required e.g. infection control link, resuscitation, child protection.
- To promote effective teamwork and support the management of change within the CRF.
- To act as an ambassador for the CRF, participating in events which promote its work.

Other:

- To understand and adhere to Trust policies and procedures.
 - To act in accordance with the NMC Code of Professional Conduct.
 - To ensure that trust wide standards are maintained and monitored to improve the quality of care to all those who come in contact with the service provided by the Trust's Clinical Research Facility. The post holder has responsibility for safety as outlined in the hospital's policy and Health and Safety Work Act 1974.
 - To maintain the child's confidentiality at all times.
 - To ensure that the views of consumers are effectively sought, channelled, and acted upon. This includes efficient actioning of the complaints procedure in accordance with Trust policies and in conjunction with the Clinical Manager.
 - To be familiar with and adopt the chief nursing officers' vision for compassion in practice (NHS Commissioning Board December 2012)
 - Contribute towards achieving the 'Great Ormond Street Hospital for Nursing (Jan 2013)
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This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.

Other information

Great Ormond Street Hospital for Children NHS Foundation Trust is a dynamic organisation, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment.

The GOSH Learning Academy (GLA)

Staff education and training influences every stage of the patient journey. Be it the communication skills of the medical secretary planning a patients' stay, the multi-professional team caring for them on the ward, the leadership skills of our corporate and operational teams, or the administrator planning their transport home – each member of staff needs the up-to-date knowledge, skills, and capabilities to provide our patients with exceptional care. We have a number of opportunities for staff available through the [GOSH Learning Academy](#):

PERSON SPECIFICATION

This table lists the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements. Evidence for suitability in the role will be measured via a mixture of application form, testing and interview.

GOSH Culture and Values	Essential	Desirable	Assessment method
Our Always values <ul style="list-style-type: none"> • Always welcoming • Always helpful • Always expert • Always one team 	E	D	I/A/T
<p>This section is mandatory, please ensure that you have included one or more of the below criteria:</p> <p>For Bands 2-5 roles</p> <ol style="list-style-type: none"> 1) Experience of working as part of a diverse team. 2) Experience of contributing to an inclusive workplace culture. <p>For Bands 6 and above including Consultants</p>	E		I

3) Knowledge and Understanding of diverse backgrounds and perspectives.			
4) Understanding of Diversity and Inclusion challenges in the workplace.			
5) Demonstrable contribution to advancing Equality, Diversity and Inclusion in the Workplace			
Academic/Professional qualification/Training			
NMC Registered Nurse (Child)	E		I
Evidence of ongoing dynamic continuing professional development	E		I/A
Possession of a relevant degree or in process of attaining	E		I/A
Assessing and mentoring qualification		D	I/A
Leadership or management training		D	I/A
Experience/Knowledge			
Substantial post registration experience	E		I/A/T
Previous experience of research and / or audit	E		I/A/T
Understanding of professional & current issues in children's nursing	E		I/A/T
Knowledge of analytical processes		D	I/A/T
Knowledge of research governance & regulations (ICH Good Clinical Practice & EU Directives)		D	I/A/T
Able to give advice on the organisation & management of the research process		D	I/A/T
Understanding of resource management, health & safety, clinical risk & quality issues	E		I/A/T
Handling child protection concerns in accordance with current policy	E		I/A/T
Experience of recruiting, educating & monitoring patients within clinical trials		D	I/A/T
Teaching, supervision, and managerial experience		D	I/A/T
Previous experience of change management and problem solving	E		I/A/T
Experience of clinical incidents and complaints handling	E		I/A/T
Knowledge of research design and methodologies		D	I/A/T
Knowledge of clinical trial protocols and their application in practice		D	I/A/T

Handling clinical incidents and complaints		D	I/A/T
Skills/Abilities			
Excellent paediatric clinical skills	E		I/A/T
Specialist skills in the care of children requiring acute or high dependency or ITU care	E		I/A/T
Effective managerial, leadership & organisational skills		D	I/A/T
Effective verbal & written communication & listening skills	E		I/A/T
Effective teaching, training & preceptorship skills		D	I/A/T
Ability to delegate & prioritise workload	E		I/A/T
Ability to run concurrent research studies with minimal supervision		D	I/A/T
Financial management skills		D	I/A/T
Good project management & development skills		D	I/A/T
Able to motivate & develop a team of staff	E		I/A/T
Able to problem solve and initiate change	E		I/A/T
Able to work across professional team and organizational boundaries	E		I/A/T
Interviewing and appraisal skills		D	I/A/T
Computer literate	E		I/A/T
Data Analysis		D	I/A/T
Writing for publication		D	I/A/T
Phlebotomy and cannulation skills		D	I/A/T

Criteria Key:
Review Method:

Essential: **E**
Application form: **A**

Desirable: **D**
Interview: **I** Test: **T**