

NIHR Academic Training Advocate and CSP Workshop

Welcome

31st January 2017

10.30-16.00

Introductions



- NIHR Training Advocates
- NIHR TCC senior programme manager
- CSP research officer
- Workshop delegates

-
- We are ambassadors for non-medical clinical academic careers
 - We promote NIHR training and career opportunities, advocate for non-medical clinicians and support individuals beginning or continuing a research career
 - NIHR Academic Training Advocates
 - <http://www.nihr.ac.uk/our-faculty/trainees/support-and-resources-for-trainees/support-for-trainees-in-nihr-infrastructure/training-advocates/>
 - NIHR Academic Training Advocates in Physiotherapy
 - <http://www.nihr.ac.uk/our-faculty/trainees/support-and-resources-for-trainees/support-for-trainees-in-nihr-infrastructure/training-advocates/contact-us/physiotherapy.htm>

NIHR Academic Training Advocates

- NIHR Academic Training Advocates
 - a cohort of proactive researchers working as ambassadors for health research careers, supporting and advocating for non-medical professions

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a.forster@leeds.ac.uk

- TCC makes training awards to researchers whose work focuses on people and patient-based applied health research
- We fund this research training in order to build a leading NHS Research Faculty, develop research careers, research leaders and collaborators
- This research capacity development is managed by TCC and funded by the Department of Health
- The research must be relevant to the NHS, focused on the current and future needs of patients and the public and expected to have an impact within five years of its completion.
- NIHR TCC
 - <http://www.nihr.ac.uk/about-us/how-we-are-managed/managing-centres/about-the-trainees-coordinating-centre.htm/>

Introductions



Workshop delegates

- Who are you and where are you from?
- Why have you come to this workshop?
- What are you hoping to achieve?

A few words about the research context in physiotherapy

Previously...



- 'Emergent profession'
- First degrees - 1979
- 2 physiotherapists with PhDs
- All degree entry – 1993
- Idea of a 'research career' is relatively new
- Many PhDs conducted through other more academic disciplines

But now...



- ‘Punching above our weight’
- Working at all levels
 - Assisting research
 - Carrying out research
 - Leading research projects
 - Leading research teams
 - Leading research programmes
- Growing research leadership
 - UK professoriat
 - 53 professors in 2016
 - 0.1% of profession
- More opportunities than ever
 - Fellowships for research - NIHR

Research Career Structures



Aims of this workshop

- To support you to prepare your applications for doctoral or postdoctoral NIHR and HEE/NIHR fellowships
- To help you with the application process
 - From choosing which award is right for you through to knowing how to succeed in the application and in the interview process
- To increase number and quality of NIHR applications from physiotherapists
- Part of growing the next generation of research leaders

Resources

- Webinars about NIHR fellowships
- Full information about the fellowships on NIHR website
- NIHR TCC: Email: tcc@nihr.ac.uk
- Previous award holders (via NIHR website and physiotherapy / AHP networks)
- NIHR Training Advocates
- AUKUH guide to clinical academic research careers:
<http://www.medschools.ac.uk/SiteCollectionDocuments/Transforming-Healthcare.pdf>

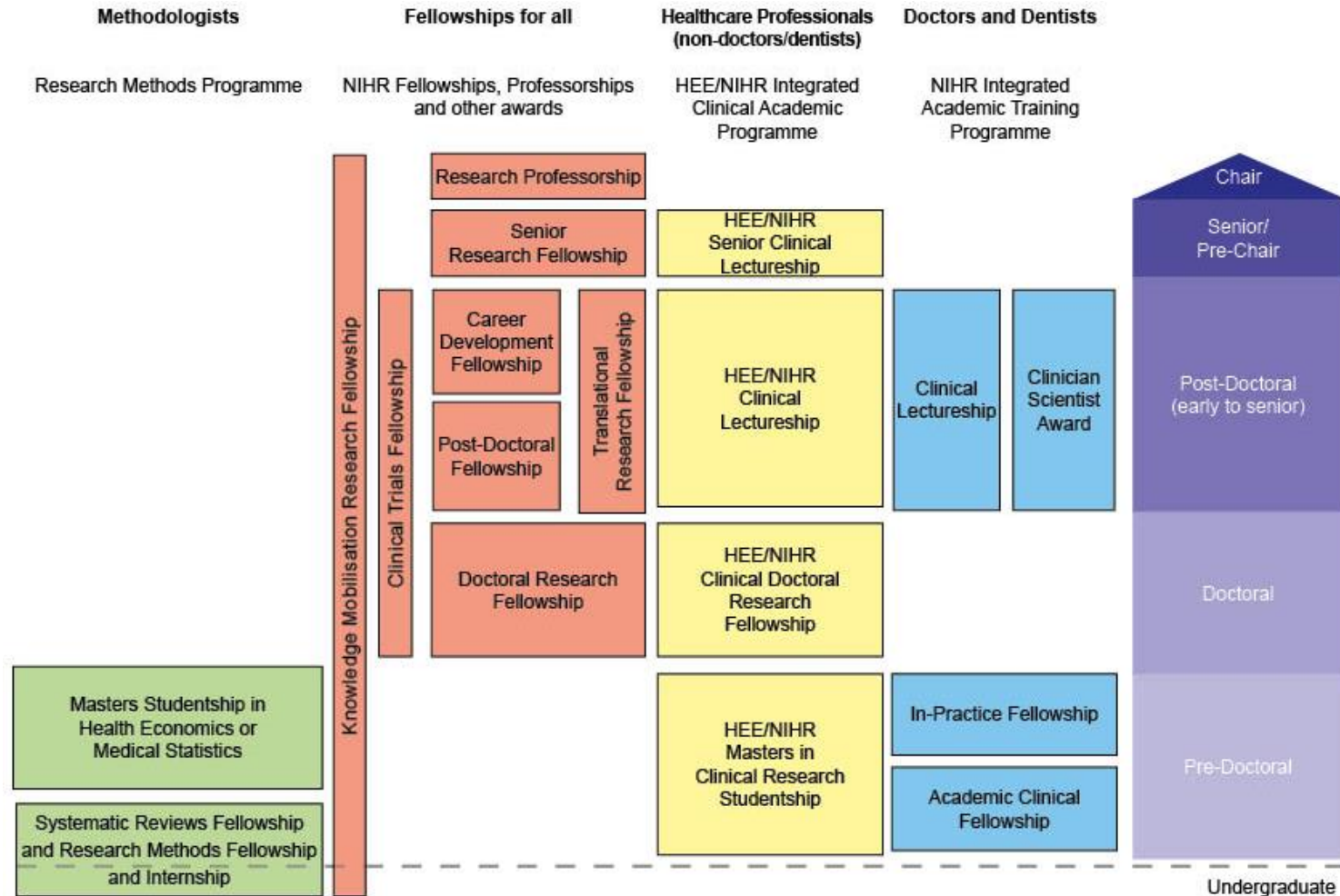
NIHR Academic Training Advocate and CSP Workshop

**NIHR and HEE/NIHR fellowship schemes:
Which is the right one for you?**

Mal Palin

NIHR TCC Senior Programme Manager

NIHR Research Training Awards



Key eligibility requirements

Requirements	DRF	CDRF	PDF	CL	CDF	SCL	SRF
Has completed pre-registration training	✓	✓	✓	✓	✓	✓	✓
Has post-registration professional experience at application		More than 1 year		More than 1 year		More than 5 years	
Has HCPC registration at point of uptake		✓		✓		✓	
Has 'good' first degree or Masters degree	✓	✓					
If undertaking a PhD, this for less than 1 year WTE at uptake	✓	✓					
Has PhD* or approved professional doctorate			*PhD	*	✓ PhD	✓	✓ PhD
Has post-doc research experience at application			Less than 3 years WTE	Less than 5 years WTE	Less than 7 years WTE	No max	No max

Expectations

Competitive applicants to all schemes can describe:

- A level of research experience and a number of *recent* research outputs commensurate with the level of award being applied for, always assuming an ultimate trajectory towards research leadership;
- A bespoke plan for research skills development over the period of the award;
- Proposed hosting arrangements that afford the applicant excellent opportunities for development as a researcher and research leader.

Expectations – ICA specific

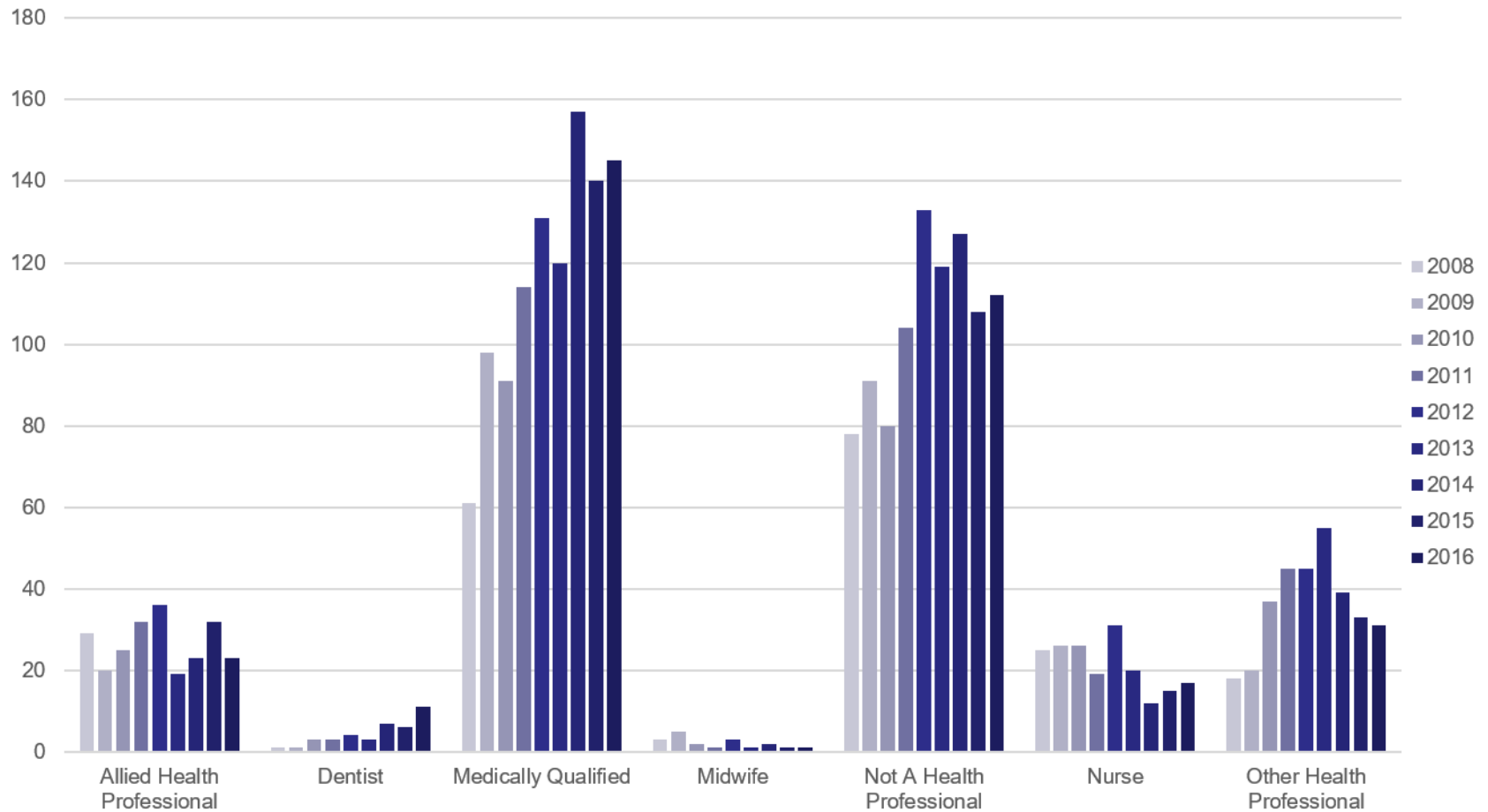
Competitive applicants to ICA schemes can *additionally* describe:

- Aspirations for career progression as a Clinical Academic, which, at the post-doctoral levels at least, should be demonstrable and accompanied by evidence of the applicant's active pursuit of this goal;
- A bespoke plan for professional development over the period of the award;
- Proposed hosting arrangements that afford the applicant excellent opportunities for development as a professional and clinical leader;
- Clear commitment from the proposed clinical and academic employers for the continued support and development of the applicant as a clinical academic, and for NM CA careers more generally.

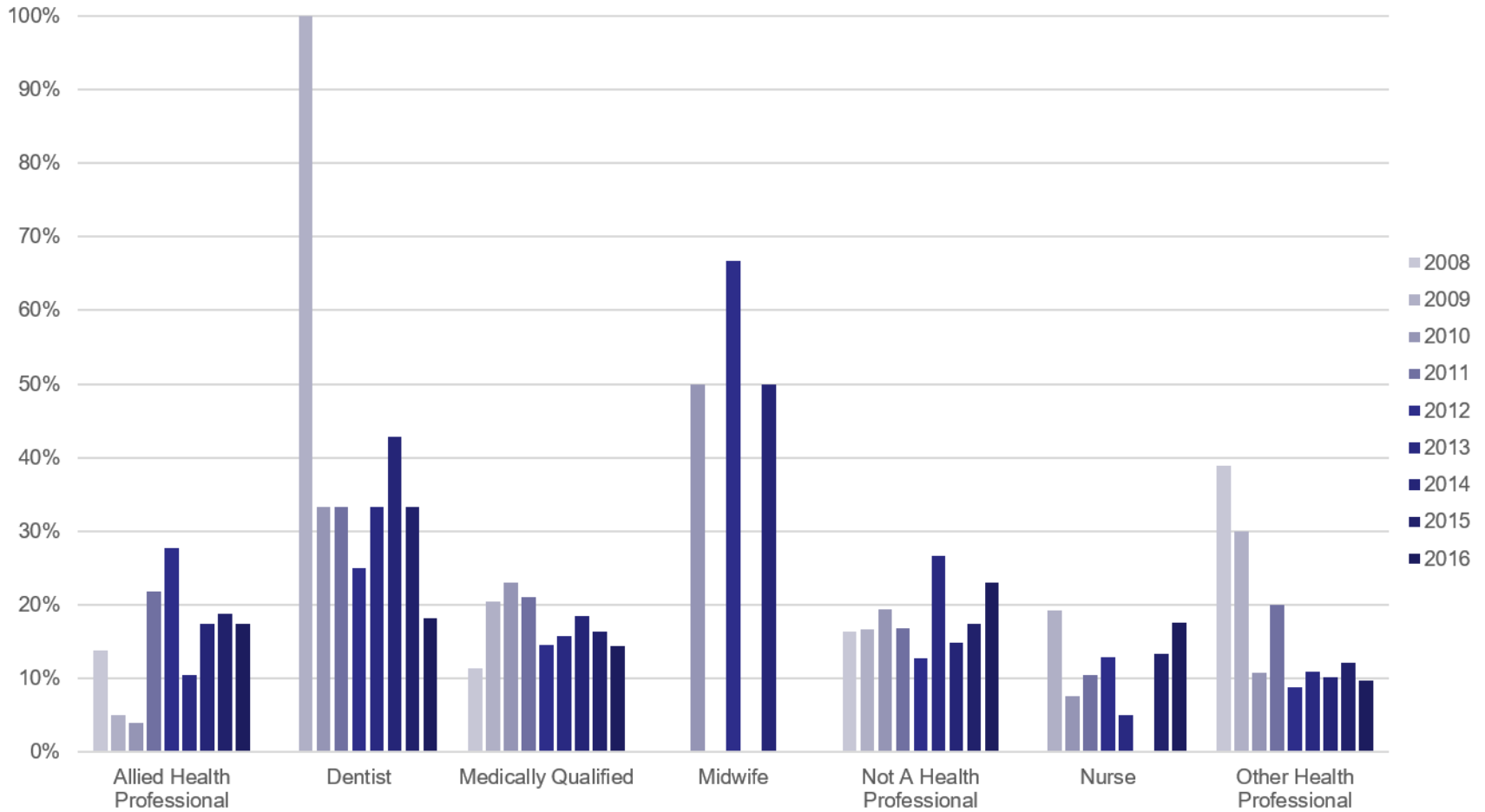
Key components of funding

Funding	DRF	CDRF	PDF	CL	CDF	SCL	SRF
Full, uncapped, research costs	✓	✓	✓	✓	✓	✓	✓
Shared staff costs	✓	✓	✓	✓	✓	✓	✓
Support post costs (Full time RA / student)					✓		✓
Full academic training and development costs	✓	✓	✓	✓	✓	✓	✓
Full clinical training and development costs		✓		✓		✓	
Salaried time for professional activity	✓*	✓		*		*	
All award time salaried	✓	✓	✓		✓		✓
3 years full time (4 or 5 years PT)	✓	✓	✓	✓	✓		
5 years full time or part time						✓	✓

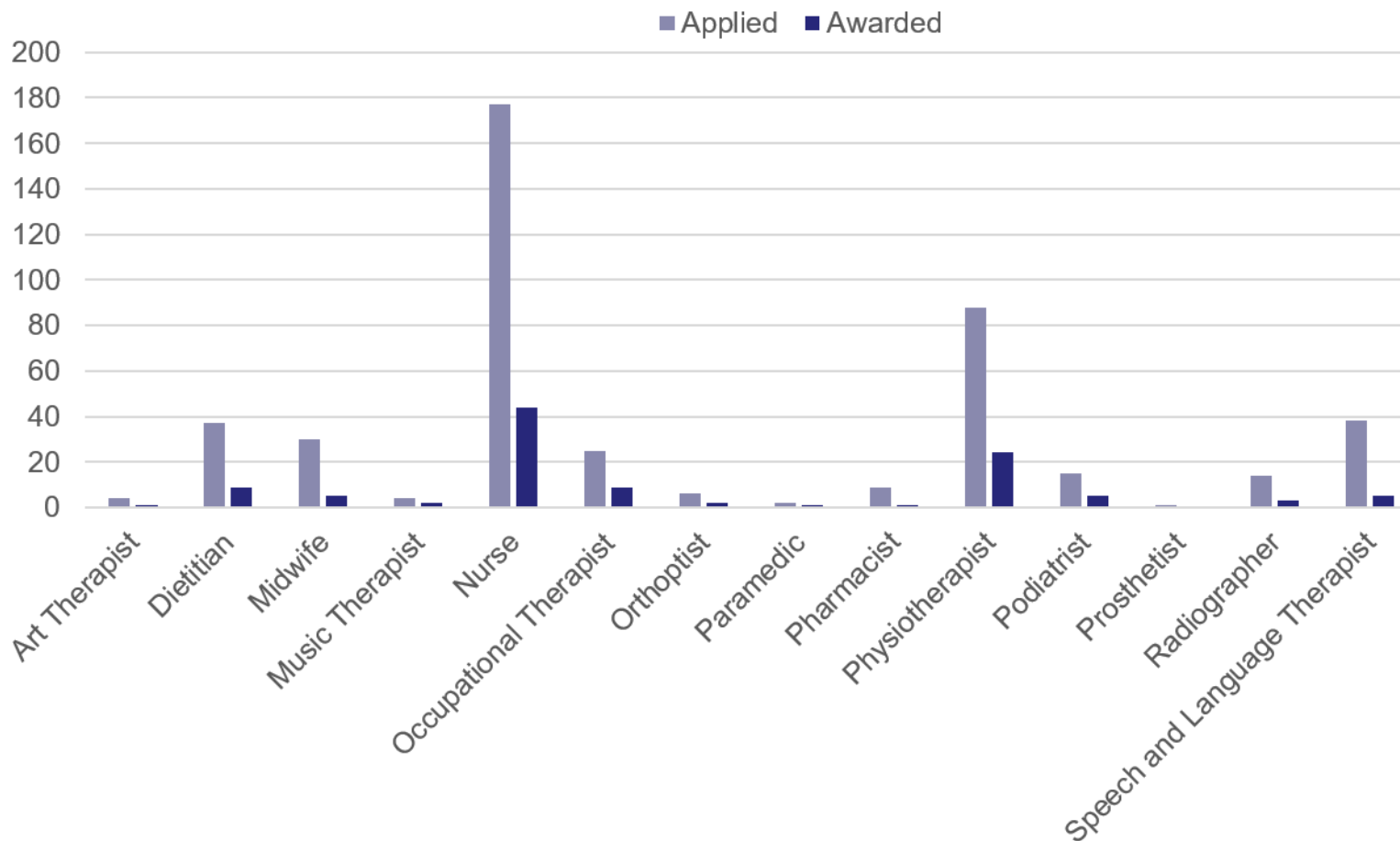
NIHR Fellowships: Applications



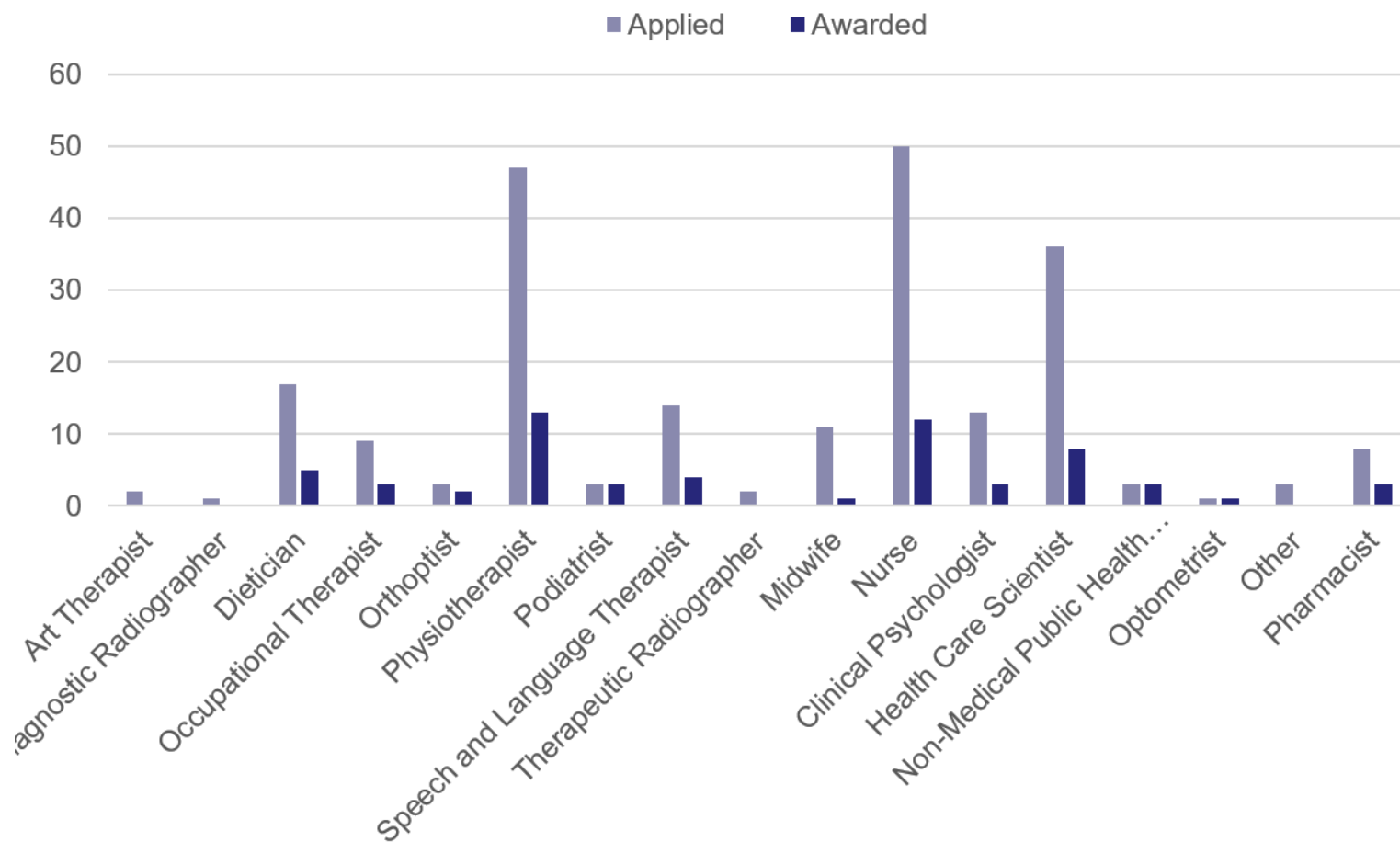
NIHR Fellowships: Applicant success rates



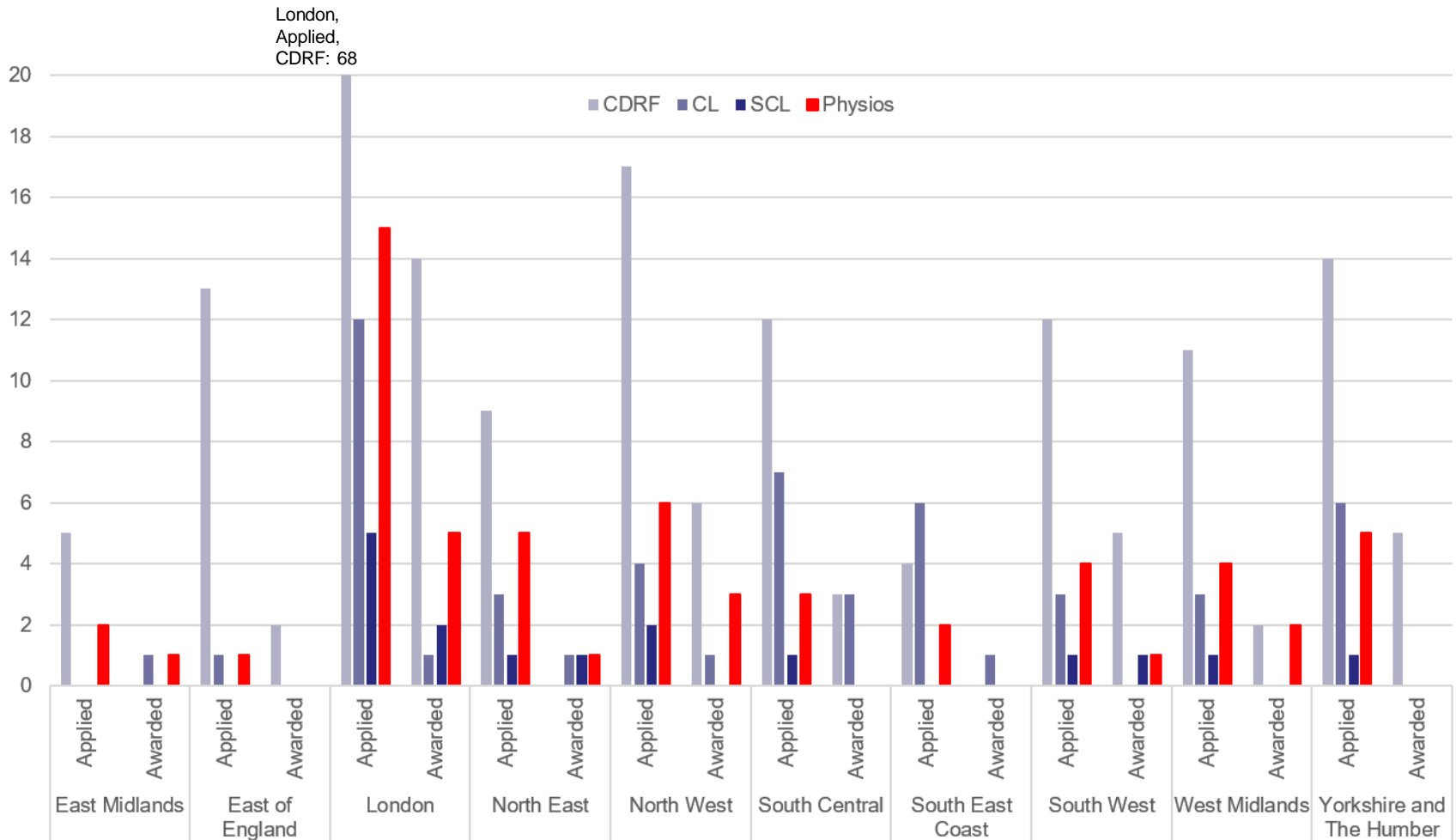
Applications for CAT personal awards (2009-2014) by profession



Applications for ICA personal awards (2015-16) by profession



Applications for ICA personal awards (2015-16) by region



ICA: Physiotherapists

Round		CDRF		CL		SCL	
		All	Physios	All	Physios	All	Physios
CAT R1	Applied	100	15	22	3		
	Awarded	15	2	10	3		
CAT R2	Applied	62	12	9	2		
	Awarded	16	4	6	2		
CAT R3	Applied	66	8	20	5		
	Awarded	12	0	6	2		
CAT R4	Applied	62	12	14	5	3	2
	Awarded	20	3	6	3	1	1
CAT R5	Applied	78	18	10	1	5	4
	Awarded	15	6	4	0	0	0
ICA R1	Applied	84	18	21	3	7	1
	Awarded	24	6	7	2	3	0
ICA R2	Applied	81	17	25	7	5	1
	Awarded	20	4	6	1	1	0

Contact us (really – please do!)



NIHR Trainees Coordinating Centre
Tel: 0113 346 6260

<http://www.nihr.ac.uk>

mal.palin@nihr.ac.uk

NIHR Fellowships and HEE/NIHR ICA



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**The application form:
The Applicant**

Nadine Foster

NIHR Lead Training Advocate for Physiotherapy

Applicant – What you will be judged on

- The quality and relevance of the applicant's recent and overall clinical experience
- The quality and relevance of the applicant's research experience and outputs
- The evidenced commitment and potential of the applicant to develop as a clinical academic

You must demonstrate your:

Abilities and academic trajectory

Existing experience

Commitment to a career in health
research

Ambition and aspirations

Abilities

Quality and relevance of clinical experience

- Clinical role, development, leadership
- Membership of specialist group(s) - contribution
- Awards
- Writing for academic or professional journals/case studies/books/podcasts etc
- Clinical leadership
- Student training
- Mentoring junior colleagues

Existing experience

- For PhD: not looking for fully fledged researcher
- Experience aligned with your stage
- Audit and service evaluation
- Presenting – research meetings, clinical meetings, MDT, supporting/teaching students
- Writing – papers, abstracts, Trust newsletter, patient organisations
- Involvement in practice guidelines, service changes, leadership of local/national professional initiatives

Commitment to a career in health research

- Why is this research, at this time, so important in your field?
- Why is it important that a physiotherapist does this research?
- How can you meet that need?
- Be passionate, be committed
- Show you have qualities needed for research and scholarship

Your Career Structure

Common experience

- lack of a clear structure
- one-off posts created for individuals
- individual with two (or more) posts, often with short-term and vulnerable funding plans

Lack of clear clinical academic structure in the NHS

Make your story and your aspirations clear

Ambition and Aspirations

- Don't be shy! Physiotherapy needs more research leaders
- Reviewers need to hear about your potential
- Use the terminology used by the NIHR, Clinical Lectureship or Senior Clinical Lectureship, not consultant physiotherapist
- Use an example to illustrate a role you want
- What leadership roles have you enjoyed?
- What have you already changed or achieved?



Strong applicant - Doctoral

- Some research experience already with outputs from that research, ideally not limited to abstracts but also full peer-reviewed papers published
- Knows the clinical topic well, and is asking a research question that others in the field identify as a research priority or need
- Already been involved in research in ways that mean some previous research training (eg. Masters, internship, funded research projects)
- Identified the best people in the field and convinced them to work with you or support you in this research

Strong applicant – Post-doctoral

- Sound doctoral research training now completed and demonstrating expertise in relevant research methods
- Outputs in recognised journals in your field from your doctoral studies (ideally published not *in development*)
- Collaborations developed nationally / internationally and now building further on those or broadening those
- Developing track record in supervising others and building new research capacity in others, and/or developing clinical academic opportunities for others
- Evidence of recognition in the field through invitations to give presentations, join committees/panels, examine PhDs, collaborate on others' research etc.

Don't

- Overstate your level of experience – be honest about your role, and your contribution to grants, awards, and research projects
- List lots of aspirations for publications that are not yet written
- Say you are keen to develop as a researcher, when the last research training you had was 12 years ago as part of an Masters, and you did not write up and publish the findings of your previous research
- Say you are passionate about being a clinical academic but then say nothing about the combination of clinical practice and research in your vision for your future, nor how you will develop your clinical expertise further even if you are already an experienced clinician

Reflection

- A strong applicant who looks like someone the NIHR want to support to develop further as a potential future clinical academic or research leader can balance out some weaknesses in the research plan in terms of the decision to invite for interview
- *Sell* yourself on the application form
- Consider if waiting another year will mean you *go in stronger* to the scheme
- The key is to get through to the interview stage so you can then sell yourself in person

The Applicant section



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**The application form:
The Research Project**

Sally Singh
NIHR Training Advocate for Physiotherapy

Chairs report – summary

‘When formulating the scope of the research proposal, prospective applicants need to ensure that the research project can be completed within the period of the award, predominantly by themselves with a view to maximising personal development’.

Project – what you will be judged on

For the HEE/NIHR ICA scheme

- The quality of the proposed research, its suitability as a PhD project, and its potential to benefit patients and/ or clinical practice within five years of its completion.
- The extent to which the Fellowship will support the development of the individual's skills as a clinician as well as an academic.
- Quality, scope and relevance of the review of existing evidence.
- Appropriateness and level of patient and public involvement

You must demonstrate that:

1. You can define and conduct a high-quality package of work, of appropriate content, capable of delivering real benefit within the time-frame.
2. The activities described in your package of work will maximise your learning and practice outcomes.
3. You can conduct a relevant and appropriate synthesis of existing evidence in your chosen practice area.
4. You have appropriately engaged the public, patients and interested 'others' in your research design, methodology and anticipated outcomes / benefits.

The question

- Should be clear and focused
- Presents your unique argument
- Of interest to you (you care about)
- Aligns with national priorities
/agenda



The question

Too vague

Why did the chicken cross the road ?
(which chicken / which road)

Too specific

How many chickens crossed Bedford
Row on 31st January 2017

About right

What are some of the environmental factors that occurred around Bedford Row between Jan and February 2017 that would cause chickens to cross the road?





The project

- Define and articulate your question/hypothesis
- Keep it realistic
- Justify (background)
- Of value to the NHS/Society (not just your pet topic) – what difference could your project make?
- Primary objective – clearly articulated
- Secondary objectives – clearly linked to achieving research objectives
- Achievable in the timeframe of the award

Clear use of terminology

- Feasibility *versus* pilot studies
- RCT *versus* cohort studies
- Qualitative *versus* quantitative research
- Observational *versus* Randomised Controlled Trials

- **Chairs report**

‘A large number of predominately quantitative applications also included a qualitative research element; although often warranted, this element was often weakly or poorly developed. The theoretical grounding, methodologies and project design of fully qualitative or mixed methods research proposals must be of the same standard as is expected of quantitative research proposals’.

Evidence review

- Your chance to say why you are bothering
- Systematic review **OR** meta-analysis
- Define methods and protocol in advance
- Use PICOS structure to inform protocol
- Choose most appropriate method
- Seek evidence from published and grey literature
- Seek evidence from experts – clinical and commercial
- Define what your research will add to existing ‘pool’

A clear outline

- Provide a realistic and achievable plan
- Leave time for research governance approval processes
- A Gantt chart with mile-stones is helpful (Don't guess, extended funding is NOT an option)
- Define manpower, consumables, travel, PPI activities,
- Seek advice from: statisticians, local Clinical Trials Units, NIHR Advocates and RDS
- Seek financial support from R&D accountant
- Be mindful of Information Governance requirements
- Be mindful of GCP and Trust research requirements

PPI

- Help to develop research ideas/question
- Identify your local PPI experts and 'outlets' (PCAG) (if not accessible convene a group)
- Explore appropriate methods of engagement (meetings/telephone/online)
- Attend NIHR Webinars and / or RDS sessions
- Review INVOLVE website for advice



- Review INVOLVE website for advice
- PPI reviewers/panel member – do not be tokenistic
- Other potentially relevant groups (carers/ ex patients / new patients/ decliners)
- Apply same rigor as during a trial to documenting results



Management: Information asked for

- Research timetable
- Research management arrangements
- Has any work commenced
- Does your proposal include a clinical trial?
- Is clinical trial authorisation required?
- Is a CTU involved?
- Describe how you have worked with a CTU in developing your application and what support will they provide?
- Are there any ethical issues?
- Discuss how these will be addressed
- How and when will you get ethical review completed?
- Have appropriate regulatory bodies already granted approvals?

Summary

- ✓ The quality of the proposed research, its suitability as a PhD project, and its potential to benefit patients and/or clinical practice within five years of its completion.
- ✓ The extent to which the Fellowship will support the development of the applicant's skills as a clinician as well as an academic.
- ✓ The quality, scope and relevance of the review of existing evidence. The appropriateness and level of patient and public involvement.
- ✓ The quality of the plain English summary.

Guidance

Specific questions that need answering when considering the design of clinical trials



The Research Project section





Maximising potential

Project

- Perceived gaps in practice delivery / knowledge
- How existing gaps impact clinical practice
- Need for new academic and clinical competencies
- How improved knowledge will benefit local practice
- How improved research skills will benefit your workplace or local 'environment'
- Collaborative working opportunities and potential cross-discipline benefits

The Project – Chairs report

- *‘A large number of predominately quantitative applications also included a qualitative research element; although often warranted, this element was often weakly or poorly developed. The theoretical grounding, methodologies and project design of fully qualitative or mixed methods research proposals must be of the same standard as is expected of quantitative research proposals’.*
- *‘A number of applicants proposed to follow the MRC complex intervention framework when it was not warranted for the research proposed’.*

- 
- A horizontal bar composed of several colored segments: green, teal, orange, purple, and blue.
- Define each design component: PICO's
 - Define interim mile-stones and long-term benefits
 - Engage ALL relevant internal and external experts
 - Acknowledge constraints in your research
- 
- A solid blue horizontal bar at the bottom of the slide.

The question

- Are females smarter than males?

(variables identified – gender & intelligence – but unclear how they will be evaluated)

- Do females aged 18-35 years score more highly on a standardised intelligence test

(this research question allows data that can be replicated)

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The application form:

**The Host Organisation(s), Supervision and Support
Team, and Training Programme**

Caroline Alexander

NIHR Training Advocate for Physiotherapy

Hosts and supervision: Information asked for

- **Academic Department**
 - The departments record in your proposed area of study
 - Indicate in what ways your department demonstrates excellence
 - Latest REF rating
 - Number of research students in the department – masters and doctoral
- **Clinical Department**
 - Indicate in what ways your department demonstrates excellence
- **Supervision**
 - How does the proposed project fit the supervisor's current research programme

Future career support: Information asked for

- **Statement of support from Higher Education Institute (HEI)**
 - This section must be completed by the head of the department of the lead academic host
- **Statement of support from NHS**
 - This section must be completed by the head of the department of the lead clinical host
- **Details of proposed partnership**
 - This section must be completed by the heads of the departments of the lead academic and clinical hosts

Host Organisation - What you are judged on:

- The quality of the **host research group**, and their appropriateness to the development of the applicant's clinical academic career.
- The **feasibility and appropriateness of the management and support** arrangements proposed by the hosts.
- Evidence that the **hosting HEI (and clinical host) have a non-medical clinical academic career infrastructure in place** or have plans to implement one, are committed to building national research capacity for non-medical healthcare professionals, and plan to support the candidate beyond the period of the Fellowship (specific to ICA scheme)

Host Organisation - What you are judged on:

- The quality of the **research group**, and their appropriateness to the development of the applicant's clinical academic career.
 - Do they have cohort specific research knowledge?
 - Do they have cohort specific clinical knowledge?
 - Do they have methodology specific knowledge?
 - Do they have experience of bringing PhD students through to successful completion?
 - Do they have any experience of building clinical academic careers?

Host Organisation – What you are judged on

- The feasibility and appropriateness of the management and support arrangements proposed by the hosts.
 - Picture how you are actually going to run the study

Host Organisation – What you are judged on

- Evidence that the hosting HEI (and clinical host) have
 - a non-medical clinical academic career infrastructure in place or have plans to implement one,
 - are committed to building national research capacity for non-medical healthcare professionals, and
 - plan to support the candidate beyond the period of the Fellowship (specific to ICA scheme)

Don't

- Have a bland statement from your HEI or clinical host saying “I fully support this candidate”.
 - A genuine statement of support of the individual is powerful. Show that the applicant is known by the institutions and personalise the statements.

What I would look for when HEI or clinical host doesn't have experience:

- We have not previously supported a non-medical clinical academic but we plan to support the future career of this applicant in the following ways:
- We have previously supported one/two/x non-medical clinical academics in the following ways:.....We aim to provide similar support for this applicant and specifically we will.....

Training programme – what are you judged on:

- The **quality of the proposed training and development programme**
- Realistic
- Matches your learning needs
- Justifiable costs
- Makes the most of what your HEI offers (ie limit external training costs)
- Consider both research (and clinical training) needs

Reflection

- A successful candidate ensures that the academic (and clinical institutions) have been chosen for a reason; they will demonstrate personal support rather than a last minute generic supporting statement
- If ICA scheme - the institutions will want to support your development as a clinical academic
- Your training will be feasible and match your research and clinical needs rather than be limited to the baseline training provided by your institution

The section on Host Institutions, Supervision and Training



A horizontal bar composed of several colored segments: green, teal, orange, purple, and blue.

Lunch

Small working groups

A solid blue horizontal bar at the bottom of the slide.

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Judging your application

Nadine Foster n.foster@keele.ac.uk

Mal Palin mal.palin@nihr.ac.uk

Assessment Process



- Eligibility and fit with remit
 - TCC
- Shortlisting
 - Lead reviewers
- Peer review (post doc levels)
 - Relevant expert reviewers
- Interview

Interview



- Panels between 10-14 members + NIHR/HEE/DH staff and observers
- 5 minute presentation
- 2 lead interviewers
 - 1st focusses on research project
 - 2nd focusses on training plan, supervision, career
- Open questions from whole Panel
- Public Panel members
 - Focus on PPI
- Practice, Practice, Practice!!

Pre-application

- Know the process and the remit:
 - Look at the website
 - Read the guidance
 - Contact the NIHR TCC with any queries
- Know your audience:
 - Look up previous award holders, panel members, topics
- Start early:
 - Identify supervisors and collaborators
 - Speak to the Research Design Service/Clinical Trials Unit
 - Consider all options

Application

- Person
 - Trajectory
 - Career outputs
- Project or programme of research
 - Scientific quality and sound methodology
 - Appropriate scale and scope
 - Relevance of the Question
 - Literature Review
 - Impact of Findings
 - Fit with Remit
 - Involvement of patients and the public

Application

- Training
 - Meets needs of candidate and project
- Host environment (institution, supervisor, mentor)
 - RAE/REF rating
 - Track record in relevant field
 - Time and commitment
- Take Advice from:
 - Supervisors / mentors
 - Collaborators
 - Methodologist (s)
 - Finance Lead
 - Patients

Application

Approvals and sign off

- Are the relevant people available
- Don't be last minute and...
- **Do not miss the deadline!!**

(Check your spelling)

Interview

- Practice
 - Mock interviews are usually the worst
- Presentation
 - Not too many slides
 - Don't go over time
- Behaviour
 - It is OK to be nervous
 - Confident but not over confident
 - Don't get defensive
 - Admit what you don't know and be happy to take advice
 - Relax and be yourself

Interview

The project

- Know it inside and out
- Has anything altered since submission?
- Know the methods and identify the expertise
- Think through alternatives

Training and Development

- Identify your training needs
- How will the training support your project & future career

The future you

- Be clear where you want to be
- What does this fellowship mean to your career



Tip 1



Find out what you really
want to do....
and be tenacious about
doing it...

Re-submissions often successful!

Tip 2

Work with the best people

in terms of

- their ability (of course!)

but also

- their willingness to support you

- Get the right team around you!



Tip 3



Write papers & grants

- Important 'indicators' of research

Apply for awards

- Recognition by peers
- Evidence your commitment to research!

Tip 4



Work with a mentor/NIHR

Advocate

- External to your team

Facilitates

- External benchmarking of your CV
- Reflection
 - on your plans and career

Tip 5

Give yourself time to develop a strong application

- Guide: 6 to 12 months
- Multiple revisions

‘Go in strong’

- Need to get through to interview
- ‘Polished’ application





Summary, Q&As, Feedback, Close

