

The West Midlands Clinical Academic Mentorship and Leadership Programme for underrepresented healthcare professionals in research 2023-2024

Aims

This Clinical Academic Mentorship and Leadership Programme is funded by Clinical Research Network (CRN) West Midlands and aims to provide Nurses Midwives and Allied Health Professionals, Psychologists, Pharmacists and Health Care Scientists (NMAHPs+) with an introduction to research, enabling them to explore their own area of interest. It will prepare individuals to apply for a research internship programme, CRN personal development award or similar or help them to identify the next step in their career development. We are focusing on healthcare professionals from **ethnic minorities** (or other protected characteristics) **underrepresented professions in research** and those working in **underrepresented settings**.

Eligibility

To apply for the West Midlands Clinical Academic Mentorship and Leadership Programme, applicants must hold a degree or postgraduate diploma level qualification and be working in the West Midlands region.

You are eligible if you meet **ANY** of the following eligibility criteria:

NMAHP+ i.e. Nurses, Midwives and Allied Health Professionals (AHPs), Psychologists, Pharmacists, Pharmacists Technicians, Psychologists and Healthcare Scientists **from an ethnic minority** (or with protected characteristic)

OR

NMAHP+, from **under-represented professions in research**, such as Nurses, Midwives, Occupational Therapists and Radiographers **plus** smaller AHP groups

OR

NMAHP+ working in **under-represented settings**, such as paediatrics, social care, learning difficulties, mental health, community trust / rural etc

We welcome people not on full time contract (to that effect). Health and social care professionals (excluding doctors and dentists) wishing to apply **must hold registration** with one **of the following Regulatory Bodies and work in an NHS setting in the West Midlands**: Click here <https://www.nihr.ac.uk/documents/heenih-ica-programme-eligible-professions-and-regulators/12204>

The structure

The programme consists of 15 funded study days over a twelve month period, commencing in October 2023. Six programme days will be fixed dates which cannot be changed. The remaining study days can be flexible and negotiated with your employer.

Participants will attend at least **six masterclasses on topics including:**

- Developing a research question
- Application writing
- Negotiating skills
- Narrative framing
- Understanding research landscape
- Leadership

Each participant will also receive:

A **funded matched mentor** to support clinical academic career development for the period of the programme

A **one off grant payment** to the fellow's NHS organisation to fund 15 days out of clinical practice

Independent study time to complete programme work

There are **no programme fees** and we provide a single payment grant to your employer to cover your time on the programme.

Outcomes:

Expected programme outcomes are as follows:

- An understanding of clinical academic careers
- A deeper understanding of how to navigate the challenges of a clinical academic career
- Development of skills to write research applications
- Enhanced leadership skills
- Enhanced framing and negotiating skills
- A development of network and collaborators to support development
- Submission of an application to an internship/ research scholarship programme

Frequently Asked Questions:

Do I need my manager's support?

Applications will only be accepted with a written and signed statement of support from your line manager, included as part of the application form.

What are the benefits for my employer?

The programme supports the national agenda to increase the capability of healthcare professionals to contribute to the improvement of patient outcomes and innovations in healthcare. Individuals undertaking the programme will start to develop the skills and knowledge required to undertake their own clinical research and progress along the clinical academic career pathway.

How does the funding for my course costs and single payment grant work?

There are no fees payable by participants. When you commence your programme, we will provide your employing organisation with the single payment grant of £2,500.

What can I expect from my mentor?

Each fellow will be allocated a named mentor for the duration of the programme. Mentors will be sought from across both the regional universities and trusts and if required outside of region.

A matching scheme approach will be taken to ensure each fellow is matched with the optimal mentor and will take account of both areas of interest and lived experiences.

Is the programme assessed?

The programme is not formally assessed but you will be provided with feedback from your mentor and Clinical Academic Mentorship and Leadership Programme Team throughout.

What happens after the programme?

The programme will give you the skills and knowledge required to apply successfully for the next stage of the clinical academic pathway (eg. submit future research development applications). Support and guidance on options for further academic study or clinical academic careers will be provided.