

NIHR Health and Care Professional Research Internship Programme for North London

Research Internship for Skill building and Excellence (NL RISE)

Cohort 2: Sept 2026-2027

Guidance notes

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1 Introduction

The National Institute for Health and Care Research (NIHR) has launched a new internship programme for registered health and care professional (HCP) (excluding doctors and dentists) who hold registration with [ICA approved regulatory bodies](#). This programme provides 3 years of support for organisations to develop and deliver internship programmes across established regions in England.

Barts Health NHS Trust is leading the North London Research Internship for Skill-building and Excellence (NL RISE), in partnership with Queen Mary University of London (QMUL) and City St George's, University of London as Health Education Institutions (HEIs), and collaborating organisations in the North London region, who will support this NIHR HCP internship programme from 2025-2028.

2 Programme Aim

The internships are short duration awards (from 3 and up to 12 months) for HCPs (not including doctors or dentists) at the pre-doctoral level, who have, or aspire to have, research as part of their work. The internship provides individuals professional development, education and training to help integrate research effectively into their role and professional practice.

This expanded internship award is for registered HCPs who want to:

- **Explore - Step into research for the first time:** Learn how research is delivered in practice, start building a research career, and embed research in clinical work.
- **Engage - Grow your research pillar:** Strengthen research activity in your job or help build a research culture in their area.
- **Evolve - Research delivery leadership skills:** Deepen expertise in research delivery, expand into other aspects of research, improve practice, and develop leadership in research delivery.
- **Evolve - Pursue a clinical / practitioner academic path:** Build the knowledge and skills to become a clinical academic HCP. The internship programme is aimed at those at the pre-doctoral level of research and not suited to those who have completed doctoral or professional doctoral level degrees.

If you are unsure whether you qualify for this internship opportunity, please contact the NL RISE team on: bartshealth.hcpinternship@nhs.net

The NIHR funded NL RISE programme offers HCP internships using a tiered award package. This involves core learning modules, alongside the opportunity to build an internship programme to suit your individual circumstance and work needs. The objectives of the internship should align with the team/service/regional clinical priorities, and it is important that applicants have the support of their line manager. Where your programme includes research activities, it is recommended that your research aligns to the [NIHR remit for research for personal awards](#).

3 Eligibility Criteria

The internships are open to registrants with one of the NIHR approved Regulatory Bodies or have plans in place to hold the required registration by the proposed award start date, such as Allied Health Professionals, Chiropractic, Dental Care, Optical, Osteopathic, Pharmacy and non-

medical Public Health professionals, Healthcare Scientists, Midwives, Nurses, Practitioner Psychologists and Social Workers.

Approved Regulatory Bodies are:

- Academy for Healthcare Science
- General Chiropractic Council
- General Dental Council
- General Medical Council
- General Optical Council
- General Osteopathic Council
- General Pharmaceutical Council
- Health and Care Professions Council
- Nursing and Midwifery Council
- Social Work England
- UK Public Health Register

To be eligible for one of the internships awards you will need to confirm that you have all the following:

- **Current registration with an approved Regulatory Body.**
- **You are employed in the North London region.** You must hold a contract of employment with a provider of health and/or social care services at the point of application (fixed term contracts are acceptable; however, honorary or bank contracts cannot be accepted). You must be spending at least 50% of your current role delivering health and/or social care services.
- **Your employing organisation must provide at least 50% of its services free at the point of delivery.** This may include an NHS organisation, Private Practice and/or one of the North London Integrated Care Systems.
- **Support from your line manager/employer to undertake the internship.** Please ensure early conversations with your line manager as they will need to confirm they are prepared to release you from your duties for the allocated time, before you apply.

4 Programme content

We are offering a **tiered award programme for interns**, combining core research training (*See appendix 1*) with additional optional training components and placement opportunities. This flexible structure enables interns to design a programme tailored to their individual learning needs. You will be asked to identify the tier that best aligns to your learning needs and career aspirations.

Explore – Step into research for the first time

This tier supports **HCPs who have limited or no prior experience of research** but have an interest to explore research as a future career development opportunity. You will join a structured programme, [the 'Research Externship' at QMUL](#). This programme is planned to be delivered in May/June, over 6 in-person sessions. As part of this programme, you will develop a research question and work up a research plan as a group. There are multiple sessions spanning what happens in a clinical trials unit, developing a research question, ethics in research, and public engagement.

You will have the option to gain experience by work-shadowing a research team to understand the delivery of research. You will have named supervisor within this team who will facilitate learning opportunities and support you in meeting your internship objectives. You will gain insight and understanding of:

- The National Institute for Health and Care Research (NIHR) Research Delivery Network and research career opportunities.
- Good Clinical Practice (GCP) and Informed Consent training.
- The process of research delivery from set-up to archive and dissemination.
- Local research delivery priorities (e.g., portfolio reviews, departmental meetings).
- First-hand experience of recruiting participants into research.

If you would like assistance identifying an appropriate team to shadow, please contact the NL RISE team at: bartshealth.hcpinternship@nhs.net

The Explore tier, includes up to £3000 for salary backfill. You should work with your local finance manager and line manager to ensure the appropriate arrangements are in place and the funding is allocated correctly to support your participation in the programme.

Engage – Grow your research pillar

This tier supports **HCPs who have some understanding or prior experience of being engaged in research** as part of their role and an ambition to grow their research skills and embed a research culture in their workplace.

You will undertake a short online course in research to develop academic knowledge which underpins the work-based project and complements your internship learning needs. This course is led by Dr Jackie Buck and delivered by Barts Health clinical academics HCPs. The course involves interactive online half-day sessions and takes place between January and March 2027.

You will be expected to undertake a work-based project – the scope of this project will vary depending on your interests. Examples include:

- Service evaluations
- Service improvement projects
- Audit or analysis of open access datasets
- An evidence synthesis

- Engagement in an existing research project, taking responsibility for a small sub-component of a wider pre-approved research project – for example participating in the [NIHR Associate Principle Investigator scheme](#).

Alongside the course you will receive support from a supervisor to support your development. Your supervisor will guide you in embedding research within your role and help you design, implement and reflect on your work-based project. You could also identify a supervisor within your workplace, who can help facilitate your work-based project.

If you would like assistance identifying a supervisor, please contact the NL RISE team at:

bartshealth.hcpinternship@nhs.net

The Engage tier, includes up to £6000 for salary backfill and any additional training needs identified. Additional training needs should be identified within your application and discussed with your supervisor. You should work with your local finance manager and line manager to ensure the appropriate arrangements are in place and the funding is allocated correctly to support your participation in the programme.

Evolve – Research delivery leadership skills

This tier is specifically for **HCPs who wish to focus on developing research delivery leadership skills**. This opportunity works best for those either working in an existing research team or who can be seconded into a team for the purpose of the internship. **Research teams must be proposed at the point of application** and must meet your individual specific learning needs. The primary aim is to support you in developing leadership skills within the context of NIHR Portfolio studies.

You will require a mentor who is an experienced leader in research delivery. Mentors may hold roles such as:

- Chief Investigator
- Principal Investigator
- NIHR Senior Research Leader
- R&D Clinical Director
- Senior/Lead Research Nurse or Research AHP/Practitioner in health or social care

You will work with your mentor to design and implement a change initiative related specifically to NIHR Portfolio delivery within your chosen area. Your mentor should be external to your current line management arrangements. You should also identify a mentor/support within your workplace, who can help facilitate your change project.

You may choose to incorporate time with other clinical trial delivery teams across North London as part your application to enhance your practical skills in research leadership.

Examples of initiatives include:

- Establishing a new research environment for the delivery of studies.
- Try out new recruitment methods to increase the diversity of research participants.

- Work with clinical/practice colleagues to develop new ways of ensuring as many people as possible are offered the opportunity to participate in research studies.
- Develop new means of increasing engagement.
- Identify opportunities for research culture change.

The change initiative will be the core project of your internship. By the end, you will present it to your team or service and at one of the celebratory NL RISE events. You will also be encouraged to share your work more widely through a range of formats, such as a poster, video, social media posts, blog entries or other creative outputs and to explore opportunities to showcase it at a conference and or other appropriate events. Depending on the nature of the work, it may also be suitable to be written up as a publication in a peer-reviewed journal.

Alongside the change initiative, you will enrol in a core research module to develop academic knowledge which complements your learning needs. This will be either:

- [HRM020 - Foundations in Research Methods & Data Analysis](#) at City St George's
or
- Research methods – online short course at Queen Mary University of London

If one of these core modules, or equivalent, has already been undertaken, a request for an alternative module can be made.

As this tier focuses specifically on developing research delivery leadership skills, applicants are strongly encouraged to undertake a leadership focused module as part of their academic development, ensuring they build the confidence, capability and strategic insight required for leading NIHR Portfolio research.

Any additional module can be budgeted within your proposed intern funding request (informed by course fee webpages) if level 7 higher education credits are desired (with assessment), or slightly reduced if an attendance only route is preferred (no assessment). ***The course delivery dates should take place within the agreed start and end date of the internship.***

If you would like assistance identifying a mentor, please contact the NL RISE team at: bartshealth.hcpinternship@nhs.net

The Evolve tier, includes up to £12000 for salary backfill and any additional training needs identified. Additional training needs should be identified within your application and discussed with your mentor. You should work with your local finance manager and line manager to ensure the appropriate arrangements are in place and the funding is allocated correctly to support your participation in the programme.

Evolve – clinical and practitioner academic path

This internship tier is designed for ***HCPs interested in developing a clinical/practitioner academic career*** combining practice with research and academic leadership. Through experience and structured training, you will build confidence and competence in applying research knowledge within a provider organisation, fostering the next generation of research

champions. It also serves as a stepping stone toward a potential clinical and practitioner academic career, including future applications for NIHR personal awards (pre-doctoral/doctoral applications), or other funding routes.

You will identify a clinical academic/ practitioner academic from our partner academic institutions (QMUL and City St George's) at the point of application who can support your development during the internship. If you are unable to secure a mentor/supervisor, the NL RISE team will assist in identifying a suitable mentor. You might also have identified your own mentor at your institution or a mentor/supervisor from the NL RISE NHS based mentor repository. You can invite them to be part of your supervisory team together with the QMUL or City St George's based mentor. You will work with your supervisor(s) in developing your ideas for future research funding opportunities. They might provide opportunities for you to contribute to an active research project at one or more of the following stages: design, delivery, analysis, evaluation or dissemination stages.

You will enrol in a core research module to develop academic knowledge complements your learning needs. This will be either:

- [**HRM020 - Foundations in Research Methods & Data Analysis**](#) at City St George's
- Or
- **Research Methods – online short course at Queen Mary University of London**

If one of these core modules, or equivalent, has already been undertaken, a request for an alternative module can be made.

By the end of the internship, you will be expected to present your learning/contribution at one of the celebratory NL RISE events. You will also be encouraged to create a poster and seek opportunities to share your work at a conference and or at other appropriate events, helping to disseminate the impact of their initiative more widely. Depending on the nature of the work, it may also be suitable to be written up as a publication in a peer-reviewed journal.

Additional activities could include:

- Engaging with a current doctoral student for a day to gain a first-hand awareness of the clinical academic in training role.
- Attending research seminars, journal clubs, or lab meetings to experience the academic environment
- Participating in grant writing workshops or writing groups
- Contributing to research tasks such as data collection, or analysis under supervision
- Attending networking events or conferences focused on clinical academic careers

The Evolve tier, includes up to £12000 for salary backfill and any additional training needs identified. Additional training needs should be identified within your application and discussed with your supervisor. You should work with your local finance manager and line manager to ensure the appropriate arrangements are in place and the funding is allocated correctly to support your participation in the programme.

Optional training components

In addition to the core tier training, you can select optional training components aligned within your individual areas of interest. Additionally, this can include ad-hoc training sessions offered by the lead organisation and partner organisations, as well as research delivery specific training. ***Additional optional training sessions and modules are outlined in Appendix 2.***

You are not limited to these options and may seek alternative training opportunities relevant to your application. Some optional training may incur costs and will depend on availability. Any associated costs for these will need to be considered within your budget request.

5 Core components of all internships

As an Intern you will be expected to:

- **Complete a Learning Needs Analysis**
To identify and align development opportunities with your individual learning goals. This will be documented with the internship handbook and completed within 1 month of starting.
- **Fully Engage with the Internship**
Make effective use of the ringfenced, funded time allocated for your internship activities.
- **Work with Your Mentor or Supervisor**
Actively participate in meetings and make the most of their guidance and support.
- **Support Your Peer Community**
Contribute to a collaborative and supportive learning environment alongside fellow interns.
- **Present Your Work**
Share the outcomes of your internship project with your peer group at the end of the programme.
- **Provide Constructive Feedback**
Offer open and honest feedback to the internship team and mentors to help improve the programme.
- **Keep Programme Leads Informed**
Notify the programme team of any changes to your employment status or circumstances that may affect your participation.

The programme includes a blend of self-directed learning and in-person or online teaching. Content is aligned with the eight domains of the Multi-professional Practice-based Research Capabilities Framework, ensuring relevance to all HCPs.

The interns will also have access to a dedicated network that supports the development of a community of practice.

All interns will have the opportunity to present their reflections and achievements to peers, supervisors, and an invited audience from partner organisations across the region. This is an important opportunity to showcase personal development, promote research activities undertaken, and demonstrate their impact within organisations.

6 Supervision and Mentoring

We are offering a mixed supervision/mentoring model that includes both individual and group mentoring and /or supervision, tailored to interns' learning needs, career trajectories, and the focus of their applications.

Supervisory arrangements will be finalised following internship appointments to enable effective implementation of this mixed supervision model and ensure optimal allocation of resources.

Supervision and mentoring within each tier:

- **Explore – Group supervision via QMUL Externship.** You will require a placement area (such as a local research delivery team) and local support within that team.
- **Engage – Group supervision via short course and individual supervisor for project.** You will require a supervisor to help you embed research and develop your research skills. Your supervisor will guide you in embedding research within your role and help you design, implement and reflect on your work-based project. You could also identify a mentor/support within your workplace, who can help facilitate your work-based project.
- **Evolve - Research delivery – individual mentor.** You will require a mentor and a research team to work within. You will work with your mentor to design and implement a change initiative related specifically to NIHR Portfolio delivery within your chosen area. Your mentor should be external to your current line management arrangements. You could also identify a mentor/support within your workplace, who can help facilitate your change project.
- **Evolve – Clinical/Practitioner academic** - You will work with your supervisor(s) in developing your ideas for future research funding opportunities. They might provide opportunities for you to contribute to an active research project at one or more of the following stages: design, delivery, analysis, evaluation or dissemination stages. You may have already identified an appropriate supervisor - they will be based at Queen Mary University of London or City St Georges University of London. You may choose additional supervisors if required.

The application form includes a section about supervision; it should clearly describe the reasons for the choice of supervisor (if applicable), your planned arrangement for supervision and how the arrangement would support the successful completion of the internship award. Supervision costs are detailed in section 8 of these guidance notes.

If you would like assistance identifying team to work with or an appropriate mentor/supervisor, please contact the NL RISE team at: bartshealth.hcpinternship@nhs.net

7 Expectations of the award

You are expected to propose a plan appropriate to the award tier, addressing one of the following aims:

- Step into research, learning how to embed research into practice and how to build a research career
- Grow the research pillar of your role - Advancing research culture, embedding research into practice
- Advancing research delivery leadership skills -Building organisational leadership capacity / Advancing specialism of research delivery
- Pursue a clinical academic path

The award may lead to a range of outcomes, including:

- Applying newly acquired research knowledge and skills in practice,
- Role modelling the integration of practice-based research capabilities (see [NHSE Multi-professional Practice-based Research Capabilities Framework](#)),
- Championing research and promoting change towards a research-supportive culture,
- Laying the foundations for a clinical academic career.

Potential future funding opportunities include the:

- [NIHR INSIGHT Masters programmes](#),
- [Barts Charity Healthcare professional Clinical Research Training fellowships](#)
- [HARP PhD Programme](#)
- [NIHR Pre-doctoral/Doctoral and Practitioner Academic Fellowship](#).

8 Award Funding

Each of the tiers includes core research teaching with an additional budget. The funding available to provide tailored support for award holders varies by tier. Suggestions on how the budget can be used are below.

- **Explore** – up to £3000 to cover costs of salary backfill
- **Engage** – up to £6000 to cover costs of salary backfill, additional training and development, research and other activities.
- **Evolve** - up to £12,000 to cover costs of salary backfill, additional training and development, research and other activities.

8.1 Salary Backfill and Finance Planning

Salary backfill is expected to be the main area of expenditure. You will be expected to protect your research internship ringfenced time to get the most out of the funding opportunity. These days may be used flexibly in a way that best suits you, your objectives and your service needs. Applications should clearly outline the proposed study leave allocation plan, such as protecting the equivalent of one day per week (or an agreed alternative pattern) for the duration of the internship, to ensure dedicated time for completing core learning and undertaking the internship activities.

Salary costings for the award will cover salary, National Insurance, and pension contributions. Ideally, you should prepare salary costings in collaboration with a finance manager from your employing organisation. Your line manager will have a finance manager link who supports them with budgets. The finance manager will be able to support applicants in costing for their salary across the duration of the award.

We also recommend linking with your local Research and Development (R&D) or Innovation team, who can provide additional support in developing a robust finance plan and ensuring your proposed costings align with organisational processes and the scheme requirements.

Applicants should meet with their proposed supervisor prior to submitting the application to discuss training needs and determine whether any additional academic modules, leadership development, or skills-based training will be required to support successful delivery of the internship.

It is recommended that the spending plans are checked by your organisation finance teams prior to submission and are in line with the maximum cost per intern based on their tier. A confirmed finance plan will be required from successful applicants prior to commencement of the award.

Following confirmation of a successful application, an award letter will be issued to your employing organisation outlining the total approved funding and the financial arrangements for the internship. A purchase order will then be raised for the host (employing) organisation.

Once the purchase order has been issued, the employer will be able to invoice for the agreed amount in line with the payment schedule set out in the award letter. All payments will be made directly to your employer, not to the applicant.

Your employer is responsible for allocating the funding internally to cover your salary backfill and any agreed additional training costs. It is therefore essential that applicants work closely with their local finance team during the application stage to ensure the spending plan is accurate, deliverable, and aligned to the maximum cost permitted.

Successful applicants must ensure that their ringfenced internship time and training commitments are honoured, as these are the basis on which salary backfill is provided.

8.2 Training and Development

Funding can be used for credited and non-credited research training courses that directly support delivery of planned activities and development. Please note that ***courses focused solely on professional practice or clinical skills unrelated to research will not be supported.***

A list of example training courses offered by our partner organisations is provided in Appendix 2, in addition to the core tier programme. Applicants may also choose training opportunities from outside the North London region that meets their specific learning needs.

8.3 Research and Other Activities

Funding may also support a range of applied research activities, such as:

- Patient and public involvement activities (refer to NIHR [Payment guidance for researchers and professionals | NIHR](#))
- Travel expenses
- Small equipment costs (e.g. digital voice recorders, specialist software)
- Project engagement activities
- Dissemination costs related to the delivery of planned activities.

Please note that routine equipment (e.g., laptops, desktop computers) and open access publication fees will not be funded.

8.4 Supervision

Supervision costs of up to £1,500 for the EVOLVE tier are available. If you have more than one supervisor, the maximum sum of £1,500 for supervision still applies and it will need to be split between supervisors. This funding is in addition to the £12,000 allocated for the internship. Supervision plans and justification for this will be need to be included within your application.

9 Preparing your application

You will need to complete an online application form before the deadline on the **19th June 2026** application can be accessed via this link:

or alternatively you can scan this QR code



It is expected that you will have confirmed your ***line manager's support before submitting your application.*** We will ask you to upload evidence of this in the application form.

You will also be required to provide an outline budget/spending plan for the internship award as described in section 8 of this guide. Where available, it is recommended that you contact research leads based within your own place of work and/or one of the partner organisations of this award to discuss your application.

For a summary of the questions expected in the application form, please see **Appendix 4** below.

9.1 Selection Process

Internship awards will be allocated through an open competitive process based on submitted applications.


As part of our commitment inclusion and support of under-represented groups, we will ringfence 50% of internships for those who are further under-represented – such as by professional background, those from black, Asian and other ethnic minority backgrounds, professionals working in geographical areas with deprivation, those with caring responsibilities or disabled individuals.

After the submission deadline, applications will be checked for completeness. **Incomplete applications or those exceeding the word count will not be considered.** Complete applications will be undergoing independent review and scoring by at least two reviewers, using specified assessment criteria and the NIHR scoring system of 1-6 (not fundable to fundable) as described in Appendix 3.

The NL RISE programme team, together with a small senior research leaders panel, will review the scores and feedback, and will make the final decisions on successful awards. The panel will also consider professional and contextual factors to promote inclusion and diversity within the cohort of applicants. Reviewers and panel members will be selected from across the region to ensure a broad range of expertise.

Online interviews will be held for the EVOLVE tier applicants.

Key dates

Application milestone	Date/time	Associated links
Webinars about the award	16 th April 2026	Webinar link: https://events.teams.microsoft.com/event/db26bc-ef-3e31-4566-ab3e-2221451d909c@37c354b2-85b0-47f5-b222-07b48d774ee3
Closing date for applications	19 th June 2026	 Application link: https://qualtricsxm7vc8r5ltc.qualtrics.com/jfe/form/SV_6im3aCmQOwOBsUu
Evolve Tier Interviews	6 th and 7 th July 2026	
Notification of outcome	1 st August 2026	
Award start	Evolve: September 2026 Engage: Jan 2027	

Explore: May 2027

Useful links

North London RISE HCP internship webpage: [Programme webpage](#)

NIHR ICA programme: [NIHR ICA webpage](#)

Inclusive Research: [NIHR Include project](#)

Short film guides: ['A guide to starting out in clinical academic research'](#)

EDI Toolkit: [EDI Toolkit](#)

NIHR Including patients in research/Patient and Public Engagement: [Briefing notes for researchers - public involvement in NHS, health and social care research | NIHR](#)

Appendix 1: Core programme content

Tier	Programme
Explore May – July 2027 (3 months)	Research externship – 6 sessions (QMUL) <ul style="list-style-type: none"> • Introduction to research ethics (Research Ethics Team) • Who to develop a clinical trial - what happens in a clinical trials unit? (PCTU) • Developing a research question (PCTU) • Introduction to research delivery • Engaging the public in research (QMUL Centre for Public Engagement) • Working up the idea (PCTU) • Presenting your ideas & next steps Research Delivery Team Placement
Engage Jan-August 2027 (8 months)	Introduction to research – 8 sessions (Barts Health) <ul style="list-style-type: none"> • Introduction to research • Research protocol development • Developing a research question and study design • Developing a literature search strategy and synthesising the evidence • Quantitative research methods • Qualitative research methods • Patient and public involvement and engagement Embedded placement and Work-based project
Evolve Sept 2026 -August 2027 (12 months)	Research Methods – online short course, QMUL Offers an introduction to research within a healthcare setting, enabling participants to develop skills required to conceptualize and structure a research project. It is structured around: <ul style="list-style-type: none"> - Research methods - Understanding of quantitative and qualitative, and mixed methods - Become familiar with study and trial design - Critical appraisal - Evidenced based medicine - Service evaluation OR Foundations in research methods and data analysis (module, City St Georges) *The lectures are taught in person but there is a hybrid option to join online. <ul style="list-style-type: none"> • An introduction to research (problem statements and study design) • The research process (developing research questions, funding, how to plan and carry out a research project, getting research into practice) • Searching for evidence (electronic databases, key words, inclusion and exclusion criteria)

	<ul style="list-style-type: none"> • Critical appraisal skills (how to assess the quality of research) • Conducting and presenting a literature review • Recognising and evaluating different types of study design • Choosing, interpreting and reporting analyses • Basic quantitative statistics (probability, significance and confidence intervals, descriptive statistics, basic comparative parametric & nonparametric statistics), • Basic qualitative methods (interviews and focus groups, developing a topic guide, interview techniques, conducting an interview) <p>The teaching will involve lectures and smaller group workshops in which a combination of individual and group learning activities will be used. This teaching will be supplemented by self-directed study using worksheets and exercises, which will be made available either via Moodle or via email. The assessments for this course are as follows:</p> <ol style="list-style-type: none"> 1. An examination comprising multiple-choice questions which cover basic knowledge across the range of topics taught. 2. An analytic report using methods of systematic enquiry involving elements of literature review, research design and qualitative and quantitative data analysis. <p>Both parts of this course assessment must be passed for successful course completion.</p> <p>Bespoke mentoring and supervision</p>
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Appendix 2: Optional Training content

This list is not exhaustive and is intended to provide examples for consideration:

Optional training available	
ARC North Thames	https://www.arc-nt.nihr.ac.uk/learn-with-us/arc-training-and-learning-resources/
Barts Health - Joint Research Management Office	https://www.jrmo.org.uk/news-and-training/training/
NIHR	<p>NIHR Learn – Good Clinical Practice: https://learn.nihr.ac.uk</p> <p>Associate Principal investigator scheme: https://www.nihr.ac.uk/career-development/clinical-research-courses-and-support/associate-principal-investigator-scheme</p> <p>Principal investigator pipeline programme: https://www.nihr.ac.uk/career-development/clinical-research-courses-and-support/principal-investigator-pipeline-programme</p> <p>NIHR Research Masterclass for Nurses, Midwives, and Health and Care Professionals.</p> <p>Leadership development: https://www.nihr.ac.uk/career-development/senior-research-leaders-courses-and-support/nihr-leadership-e-learning-modules</p>
City St Georges	<p>Taught module: Application of Research in Clinical Settings The module includes the following:</p> <ul style="list-style-type: none"> • Practitioner research and clinical role identity • Negotiating clinical and research roles with patients, carers and the multi-disciplinary team • Clinical risk and patient safety issues arising from research in clinical areas • Informed consent and ethical approval for research • Data protection and access to patient data • Managing research protocols in clinical settings • Principles of generalisation from research to practice settings • Disseminating research findings within the local organisation and to service users • Role of uncertainty in professional knowledge and practice • Understanding expertise in clinical practice • Principles of improvement science <p>Taught module: Professional Leadership The course will help you recognise and develop your inherent leadership qualities, and have regard for the leadership</p>

	<p>qualities of others, be they working colleagues or those in formal positions of leadership responsibility. Rather than emphasise leadership generally, looking at histories and typologies of leadership theory, this course takes a practical and straightforward approach to developing your leadership skills.</p>
<p>QMUL</p>	<p>Access to formal teaching through Integrated Academic Training School run on Tuesdays and you can join online. This covers topics such as:</p> <ul style="list-style-type: none"> - Behaviour change for intervention development - Research ethics - Research impact on REF - Sustainability research - Health data mapping - Data science 101 - Introduction to qualitative research
<p>Florence Nightingale</p>	<p>https://florence-nightingale-foundation.org.uk/leadership-programmes/</p>

Appendix 3: Application Assessment Criteria

Reviewers are asked to provide an indicative score (1-6) and to comment on each of the 4 statements included in the application. For scoring, we are using the NIHR scoring system.

6	Fundable - Excellent
5	Fundable - Minor weaknesses/concerns
4	Fundable - Minor weaknesses/concerns
3	Not Fundable - Moderate weaknesses/concerns
2	Not Fundable - Significant weaknesses/concerns
1	Not Fundable - Severe weaknesses/concerns

Reviewers are also provided with assessment guidance to help with their scoring.

Statements	Assessment criteria
<p>Statement 1: Why is this internship a great opportunity for you? Tell us why you are applying and how it would progress your development related to research. If you have received research training post-qualifying, please clearly justify the need for this internship opportunity (max 300 words)</p>	<ul style="list-style-type: none"> ▪ the pertinence of the area of focus for the applicant ▪ the suitability and commitment of the applicant to engage with research and plans to develop their research capability
<p>Statement 2: Please provide a statement about the proposed activities and planned outcomes for the internship (500-word max). This should cover</p> <ul style="list-style-type: none"> ▪ The focus of the programme ▪ The proposed activities and how they meet identified development needs ▪ Planned outcomes of the Internship i.e. what are your measures of success? 	<ul style="list-style-type: none"> ▪ the suitability of the activities for the applicant and area of focus ▪ the pertinence of the planned outcomes for the applicant ▪ the capacity of the internship to provide a valuable development opportunity for the applicant
<p>Statement 3: How could this internship lead to wider benefits for your profession and employer? Explain how your planned activities will address team/service priorities and needs, and improve the quality of patient care (max 200 words)</p>	<ul style="list-style-type: none"> ▪ strengths of the case for wider benefits ▪ the potential to benefit patients/service users, carers or services as appropriate
<p>Statement 4: Please provide a statement about how the principles of inclusivity and equality will be considered as part of your plans. Where relevant,</p>	<ul style="list-style-type: none"> ▪ meaningful consideration of inclusivity and equality and how <p>and/or</p>

include an account of any Public and Patient Involvement and Engagement (PPIE)	<ul style="list-style-type: none"> • appropriate involvement of patients/service users, carers etc for the planned work
Timescales and costings of the proposed internship plan	<ul style="list-style-type: none"> • feasibility of the timescales • appropriate and justified use of resources

Appendix 4: Application Questions Examples

Below are questions from the application form beginning from Question 21, Questions 1-20 are related to standard employment details and demographics. The questions below are where programme specific content begins.

Q21.1 What year did you register with your professional body?

Q22 What is your professional role?

Q22.1 If you are an AHP please select your professional group

Q23 What is your professional registration number?

Q24 I have the support of my line manager to submit this application and undertake the internship if successful

Q25 Please state your line managers name, email address and contact telephone number

Q26 Please upload here a letter of support/email from your manager confirming they support the application

Q27 What is the highest level of education you have completed? Please note this internship is not suitable for those with significant prior research experience, such as those holding a PhD/Professional Doctorate. If you have completed a research masters please note that the 'explore' and 'engage' tiers are unlikely to be suited for you and you will need to justify this in your statement.

Q28 Are you currently enrolled and actively working towards any academic awards?

Q29 What is the setting that you primarily work in?

Q30 What is your employment status?

Q31 Do you have a specialist interest? (e.g., emergency care)

Q32 Which internship would you like to apply to?

Q33 Why is this internship a great opportunity for you? Tell us why you are applying and how it would progress your development related to research. If you have received research training post qualifying, please clearly justify the need for this internship opportunity. (max 300 words)

Q34 Please provide a statement about the proposed activities and planned outcomes for the internship. This should cover: - Focus of internship programme - Proposed activities and how they meet identified development needs - Planned outcomes (max 500 words).

Q35 How could this internship lead to wider benefits for your profession and employer? Explain how your planned activities will address team/service priorities and needs, and improve patient care (max 200 words)

Q36 Please provide a statement about how the principles of inclusivity and equality will be considered as part of your plans (NIHR Research Inclusion strategy 2022-2027)? (max 200 words)

Q38 Please state the name and contact details of your confirmed/preferred supervisor, and briefly explain why you feel they are appropriate.

Q39 Contextual factors (if applicable) that you would like the panel to be aware of and take into consideration during the assessment of your application. For example:- career breaks due to parental leave/periods of illness - Reduced opportunities to career support - ie limited opportunities to undertake prior research - impact of the COVID 19 pandemic on your research career

Q40 What is the proposed total duration and structure of your internship (from start to end date) for example 0.2WTE Jan-Aug 2026

Q41 Enter the amount you are requesting for salary backfill/ Provide an explanation for this amount e.g. grade, WTE requested. We recommend this is completed with a line manager/finance manager to ensure costing are accurate. Salary costings should include 'on-costs'.

Q42 Training and development. Please provide a brief explanation for the requested amount (e.g details of training course, module duration and costs)

Q43 Please provide any other funding requests with a brief explanation/justification i.e., research costs, patient and public involvement

Q44 What is the total sum requested for this internship?

Q45 Provide a list of key activities and timescale for each

Q46 What would be an overall measure of success for you personally at the end of this internship?

Q47 This programme aims to serve those previously under-serves with opportunities to train in research to date (in terms of personal characteristics and professions). Examples of this include persons who have a disability, identify as LGBTQ+, have caring responsibilities, or belong to a professional group or geographical area currently underserved. Do you believe you are part of an under-served group?

Q48 If you would like to disclose your explanation of this, please share below.

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