

Vascular Science Service Manager / Head of Service / Consultant Clinical Scientist

Vascular Science Service Manager

1. Performs a range of specialist vascular science clinical/technical/scientific activities; provides specialist vascular advice to other professionals
2. Manages, organises, co-ordinates provision of a vascular science service
3. Manages service staff, including recruitment, workload allocation, career development, performance

Vascular Scientist Head of Service

1. Directs and manages a range of vascular clinical/technical/scientific services; provides strategic direction and expert leadership
2. Delivers specialist vascular scientist activities; provides expert advice, opinion and leadership to other professionals; may act as clinical lead
3. Directs the development and innovation in vascular service practice, research, teaching, training

Vascular Scientist Consultant

1. Performs a range of highly specialist clinical/scientific/technical services; provides strategic direction and expert professional leadership
2. Provides primary source of expert vascular advice, opinions, training to own and other professions in specialist area of activity; undertakes research and innovation in specialist field with national/international impact
3. Directs the development of and innovation in vascular service practice, research, teaching, training

Factor	Relevant Job Information	JE level		
		Service Manager JE level	Vascular Science Head of Service JE level	Consultant Clinical Scientist JE level
1. Communication & Relationship Skills	<p>Provide and receive complex information, persuasive, motivational skills required; barriers to understanding/ presents complex information to large groups Communicates test, other technical information to colleagues; to patients, relatives, carers who may have sensory, physical or learning disabilities/ presents scientific/ technical papers to conferences</p> <p>Provide and receive highly complex information, tact and persuasive skills required, barriers to understanding/ present complex information to large groups Communicates specialist condition, test, other technical information to patients, relatives, carers, who may have sensory, physical or learning disabilities; communicates specialist information to conferences</p> <p>Provide and receive highly complex information, tact and persuasive skills required, barriers to understanding/ present complex information to large groups/ communicate highly complex, sensitive, contentious information, antagonistic atmosphere Communicates specialist condition, test, technical information to patients, relatives, carers, who may have sensory, physical or learning disabilities; communicates highly complex information to colleagues where co-operation is required; communicates specialist information to conferences</p>	4 (a)-5(b)	5 (a) (b)	5 (a) (b)
2. Knowledge, Training & Experience	<p>Advanced theoretical and practical knowledge Understanding of specialist vascular science activities and management knowledge acquired through training to master's equivalent level of knowledge plus further specialist training to doctorate level or equivalent</p> <p>Advanced theoretical and practical knowledge</p>	8(a)		

	<p>Expert understanding of specialist vascular science activities and management knowledge acquired through higher specialist training</p> <p>Advanced theoretical and practical knowledge Advanced in-depth clinical vascular scientific technical expertise acquired through higher specialist training</p>			
3. Analytical & Judgemental Skills	<p>Complex/ highly complex facts or situations, requiring analysis, interpretation, comparison of options Analysis & interpretation of test, investigation results, decisions on service related issues/ content of advice where expert opinion may differ</p> <p>Highly complex facts or situations, requiring analysis, interpretation, comparison of options Assess, evaluate and make judgements across a wide range of highly complex clinical, scientific and managerial issues where expert opinion differs</p> <p>Highly complex facts or situations, requiring analysis, interpretation, comparison of options Analysis and interpretation of tests, investigations or results in specialist area where expert opinions differ</p>	4-5	5	
4. Planning & Organisational Skills	<p>Plan complex activities, requiring formulation, adjustment/ plans broad range of complex activities requiring development of long term plans, strategies Plans workload for service making adjustments to deal with emergencies and on call arrangements/ long term service planning</p> <p>Plan, organise broad range of complex activities, formulates, adjusts plans or strategies/formulates long term strategic plans, involving uncertainty, impact across organisation and beyond Plans service, including long term planning, development of service/ strategic service development across organisations</p> <p>Plan, organise broad range of complex activities, formulates, adjusts plans or strategies/ formulate long term strategic plans, involving uncertainty, impact across organisation and beyond Plans service, including long term planning, development of service/ strategic service development across organisations</p>	3-4	4-5	
5. Physical Skills	<p>Developed physical skills, manoeuvring of people; highly developed physical skills where accuracy important for manipulation of fine tools, materials/ high degree of precision, co-ordination Skills for positioning patients for tests; requiring high degree of precision and hand-eye co-ordination for manipulating the ultrasound probe to acquire images, including highly accurate caliper measurements and Doppler waveforms</p>	3(a)(b)-4		
6. Responsibility for Patient/ Client Care	<p>Accountable for delivery of Vascular clinical technical service Responsible for delivery of Vascular Science specialist service(s)</p> <p>Accountable for delivery of Vascular clinical technical service/corporate responsibility Responsible for delivery of vascular science specialist service/corporate responsibility</p> <p>Accountable for delivery of Vascular clinical technical service Accountable for delivery of vascular science specialist service(s)</p>	7	7-8	7

7. Responsibility for Policy/ Service Development	<p>Responsible for policy development for vascular service Responsible for policy, service development</p> <p>Responsible for policy implementation, development for vascular service/directorate or equivalent Responsible for development, implementation for policies, procedures, protocols, for service/services equivalent to a directorate</p> <p>Responsible for policy implementation, development for vascular service/ directorate or equivalent Responsible for development, implementation for policies, procedures, protocols, for service/ services equivalent to a directorate</p>	4	4-5	
8. Responsibility for Financial & Physical Resources	<p>Holds vascular science service budget Holds budget for service</p> <p>Budget holder for vascular science department/service/ several services or equivalent Holds budget for service, function/ several services or equivalent</p> <p>Budget holder for vascular science department, service Holds budget for service, function</p>	4(a)	4(a)-5(a)	4(a)
9. Responsibility for Human Resources	<p>Line manager for single function or department Line manager for staff, including recruitment, workload allocation, performance, career development</p> <p>Line management for function/ several, multiple department Line manager for staff, including recruitment, workload allocation, performance, career development</p> <p>Line management for single function Line manager for staff, including recruitment, workload allocation, performance, career development/ line manager for staff equivalent to several departments</p>	4(a)	4(a)-5(a)	4(a)
10. Responsibility for Information Resources	<p>Record personally generated information/data entry, text processing or storage of data Records personally generated test results or similar or responsible for database maintenance for whole laboratory, service or department</p>	1-2(a)		
11. Responsibility for Research and Development	<p>Regularly undertake R&D; clinical trials; equipment testing/ research as major part of work/ co-ordinates research activity Regularly undertakes R&D activities; clinical trials; equipment testing/ R&D activities as major part of work/ co-ordinates R&D activities</p> <p>Co-ordinates research/ initiates research, secures funding Co-ordinates research programmes/ initiates R&D</p> <p>Co-ordinates research/ initiates research programmes Co-ordinates R&D activities for service; initiates and secures funding for R&D activities</p>	2(a) (b) (c)-3 –4	4 –5	
12. Freedom to Act	<p>Broad occupational policies, establish interpretation Interprets policies for vascular science service(s)</p>	5		
13. Physical Effort	<p>Restricted position for long periods; frequent light effort for several short periods; occasional moderate effort for several short periods</p>	1-2(a) (b) (d)		

	Long periods of high risk positions required for performing highly complex diagnostic ultrasound tests; frequent moving and handling of patients and equipment, within varied and sub-optimal environments.			
14. Mental Effort	Frequent requirement for concentration, work pattern unpredictable; occasional/frequent requirement for prolonged concentration Concentration for highly complex vascular diagnostic tests, investigations, frequent interruptions for urgent tests and triaging; or equivalent work for lengthy periods	3(a) (b) – 4(a)		3(a) – 4(a)-5
15. Emotional Effort	Rare/occasional/regular/frequent exposure to distressing or emotional circumstances; occasional highly distressing or emotional circumstances Works with terminally ill, upset, distressed patients, carers, difficult staffing issues; imparts news of impairment	2(a)	1-2(a)-3(a)(b)	1-2(a)-3(a) (b)
16. Working Conditions	Occasional/frequent exposure to unpleasant conditions Frequent contact with wounds, infections and other bodily fluids and offensive odours. May handle contained or controlled hazardous materials, and occasional verbal or physical abuse	2(a)	2(a)-3(a)	2(a)-3(a)
		JE Score 607 - 703 Band 8b-c-d	JE Score 667 – 814 Band 8c-d-9	JE Score 671* – 784 Band 8d*-9