

NIHR Health and Care Professional Internship Programme

North London Research Internship for Skill building and Excellence (NL RISE)

Cohort 1: Sept 2025-2028

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 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, 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:

- **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.
- **Grow the research pillar of their role:** Strengthen research activity in their job or help build a research culture in their area.
- **Advance research delivery skills:** Deepen expertise in research delivery, expand into other aspects of research, improve practice, and develop leadership in research delivery.

Pursue a clinical 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 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 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, 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 award you will need to provide evidence that you have 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 contracts or bank work 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*](#). As part of this programme, you will develop a research question and work up an idea 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 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.

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 course in research to develop academic knowledge which underpins the work-based project and complements your internship learning needs. This course is delivered by Barts Health clinical academics HCPs.

Alongside the course you will receive mentoring and supervision to support your development. Your mentor or supervisor will guide you in embedding research within your role and help you design, implement and reflect on your work-based project.

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](#)

Evolve – delivery leadership in research

This tier is specifically for **HCPs who wish to focus on developing research delivery leaderships 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/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. You may also have the opportunity to spend time with clinical trial delivery teams across North London 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 or other appropriate event. Depending on the nature of the work, it may also be suitable to be written up as a publication in a professional journal.

Alongside the change initiative, you will undertake a core research module at either Queen Mary University of London or City St George's University of London, to further develop your academic knowledge, which will underpin the change and complement your internship learning

needs. If the core module has already been completed, you may request to undertake an alternative module that better aligns with your development needs.

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.***

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
- **Fundamentals of Research** 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 or other appropriate event, 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 professional journal.

Additional activities could include:

- Engaging with a current doctoral student for a day to gain a first-hand awareness of in the clinical academic in training role.

- Attending research seminars, journal clubs, or lab meetings to experience the academic environment
- Participate in grant writing workshops or writing groups
- Contribute to research tasks such as data collection, or analysis under supervision
- Attending networking events or conferences focused on clinical academic careers

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.
- **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. If you have identified the research delivery team to host your internship development, please do let us know in your application. Otherwise, the NL RISE coordinating team will identify a team for you.
- **Engage – Group supervision via short course and individual mentor for project.** You will require a supervisor/mentor to help you embed research and develop your research skills. If you have not yet considered a mentor, we will allocate a mentor from our North London NHS based mentor database, taking into account your area of interest and focus.
- **Evolve - Research delivery – individual mentor.** You will require a mentor and a research team to work within; this may be outside your normal research team. If you do not have a mentor, we will help you identify a suitable mentor from our network based on your research interests and goals. Additionally, we can support you in connecting with a research team that aligns with your focus ensuring you have the guidance and practical experience needed to successfully delivery your project.
- **Evolve – Clinical/Practitioner academic** - 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. If you have not yet considered supervision, we will allocate a supervisor based on areas of interest and focus.

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.

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

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. This will broadly equate to one day per week for 3 months (Explore), 6 months (Engage) and 9-12 months (Evolve). However, these days may be used flexibly in a way that best suits you, your objectives and your service needs.

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.

It is recommended that the spending plans are checked by your organisation finance teams prior to submission. A confirmed finance plan will be required from successful applicants prior to commencement of the award. The award will be paid directly to your awardee's employer.

We would also recommend linking with your Research and Development/Innovation department.

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.

9 Preparing your application

You will need to complete an online application form before the deadline on the 9th of October 2025. The application can be accessed via this link:

https://qmulbusiness.qualtrics.com/jfe/form/SV_erO92Zmx91YXBuC

or alternatively you can scan this QR code



It is expected that you will have confirmed their ***line manager's support before submitting their 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.

9.1 Selection Process

Internships 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 lead NL RISE 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.

Key dates

Application milestone	Date/time	Associated links
Webinars about the award	12 th September	Recap: NIHR North London RISE Internship webinar 12 September Meeting Microsoft Teams

Closing date for applications	9 th October	https://qmulbusiness.qualtrics.com/jfe/form/SV_erO92Zmx91YXBuC 
Notification of outcome	24 th October	
Award start	Evolve: Jan 2026 Engage: Jan 2026 Explore: May 2026	

Useful links

North London RISE HCP internship webpage: <https://www.jrmo.org.uk/news-and-training/training/>

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 \(rdsresources.org.uk\)](https://rdsresources.org.uk)

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 2026	<u>Research externship</u> – 6 sessions (QMUL) <ul style="list-style-type: none"> • Introduction • What happens in a clinical trials unit • Developing a research question (PCTU) – research ethics and research delivery • Public engagement • Working up the idea (PCTU) • Next steps Research Delivery Team Placement
Engage Jan-August 2026	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 Embedded placement and Work-based project
Evolve Jan-August 2026	<u>Fundamentals Health Research</u> (short course, QMUL) In this module you will be taught basic skills required for academic medicine, including how to read a paper, how to critically appraise medical literature, how medical research is designed, statistical analysis, and research methodology. You will gain experience in searching the medical literature to answer specific questions, be introduced to a variety of literature databases and develop the necessary skills to evaluate the scientific literature. With the emphasis on personal research, you gain awareness of current legislation and ethics surrounding clinical research. The module will conclude with you being shown how to submit your work for publication and present your research for differing audiences. OR <u>Foundations in research methods and data analysis</u> (module, City St Georges) <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) • Critical appraisal skills (how to assess the quality of research)

	<ul style="list-style-type: none"> • 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>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 Principle investigator scheme: https://www.nihr.ac.uk/career-development/clinical-research-courses-and-support/associate-principal-investigator-scheme</p> <p>Principle 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>
City St Georges	<p>Taught module: Application of Research in Clinical Settings</p> <p>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
QMUL	<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
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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 and/or

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

Acknowledgements

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Partner and collaborating organisations
RRDN North London
Queen Mary University of London
City St Georgie's University of London
ARC North Thames
Chelsea and Westminster Hospital NHS Foundation Trust
East London Foundation Trust
Great Ormond Street Hospital
Imperial College NHS Trust
London North West University Hospital
Royal Free Hospital
University College London Hospital NHS Trust
Barking, Havering and Redbridge University Hospitals
Homerton Healthcare NHS Trust
North East London Foundation NHS Trust