CAREER CO-PILOT · DOMAIN DEEP DIVE · Q4 2025

Clinical Research & Trials

Career Intelligence Report · October – December 2025

25	24%	16	Band 6
Q4 ROLES	BAND 8+	EMPLOYERS	MODAL BAND

WHAT'S INSIDE

- Band Distribution
- Employer Intelligence
- Geography & Location Analysis
- Role Landscape & Job Titles
- Career Pathway Analysis

DOMAIN PARTNER

Clinops Academy

clin-opsacademy.com

PARTNER

OVERVIEW

Clinical Research & Trials — Q4 2025 Snapshot

We reviewed and tracked 25 roles in Clinical Research & Trials with closing dates in Q4 2025, with The Christie NHS Foundation Trust among the most active recruiters. Manchester was the primary location for postings. This domain is primarily entry-to-mid grade, with 24% senior roles. Band 6 positions provide accessible entry points for professionals building experience. The Band 7 to 8A ratio stands at 0.62, suggesting a moderately accessible pathway from mid-grade to senior positions.

> *"Band 6 is the modal grade in Clinical Research & Trials — the primary entry and consolidation point for professionals targeting this pathway."*

Q4 2025 roles tracked	**25**
Senior roles (Band 8+)	**6 (24%)**
Modal band	**Band 6**
Band 7 roles	**8**
Band 8A roles	**5**
Band 7 → 8A ratio	**0.62**
Unique employers	**16**
Unique locations	**12**

BAND DISTRIBUTION

Grade Profile — Q4 2025

The band distribution below shows how the roles we reviewed in Clinical Research & Trials were distributed across AfC grades in Q4 2025. Higher proportions at Band 7 and above indicate a domain with strong senior representation.

Band	Count	Share	Distribution
Band 5	3	12%	■■■■■■■■■■■■■■■■
Band 6	8	32%	■■
Band 7	8	32%	■■
Band 8A	5	20%	■■■■■■■■■■■■■■■■■■■■■■■■■■
Band 8B	1	4%	■■■■■■

EMPLOYER INTELLIGENCE

Top Hiring Organisations — Q4 2025

The Christie NHS Foundation Trust was the most active organisation in Clinical Research & Trials during Q4 2025, accounting for 28% of the roles we tracked. Across the quarter, 16 unique organisations were recruiting in this domain.

Employer	Roles
The Christie NHS Foundation Trust	7
Birmingham and Solihull Mental Health NHS Foundation Trust	2
Cambridge University Hospitals NHS Foundation Trust	2
Sheffield Children's NHS Foundation Trust	2
University College London Hospitals NHS Foundation Trust	1
Aneurin Bevan University Health Board	1
Mid and South Essex NHS Foundation Trust	1
Great Ormond Street Hospital for Children NHS Foundation Trust	1

GEOGRAPHY

Top Hiring Locations — Q4 2025

Manchester was the primary location for Clinical Research & Trials roles in Q4 2025, accounting for 28% of tracked roles. Roles were distributed across 12 locations.

Location	Roles
Manchester	7
London	3
Sheffield	3
Birmingham	2
Cambridge	2
Worthing	2
Cwmbran	1
Southend on sea and Basildon	1

ROLE LANDSCAPE

Most Common Job Titles — Q4 2025

The title landscape in Clinical Research & Trials reflects the range of entry points and seniority levels active in Q4 2025. Understanding which titles recur most frequently helps professionals identify the right keywords for job searching and CV positioning.

Job Title	Count
Research Project Manager	3
Clinical Site Manager	3
Research Officer - Commercial Research Delivery Centre	2
Senior Research Project Manager	1
Research Portfolio Manager	1
Clinical Trials Associate/Coordinator	1

Research Project Coordinator	1
Research Site Manager	1

CAREER INTELLIGENCE

What This Means for Your Career

Entry-accessible with Band 6 as the primary hiring grade. A good starting domain for professionals transitioning into digital health careers.

Moderate progression pipeline — Band 7→8A ratio of 0.62. Senior roles exist but competition is real. Target organisations with multiple Band 8A postings this quarter.

Target organisations: The Christie NHS Foundation Trust and similar bodies were among the most active recruiters in Q4 2025. Geographic focus: Manchester offers the highest concentration of opportunities in this domain.

METHODOLOGY

This report covers roles with closing dates between 1 October and 31 December 2025 (Q4 2025), tracked through Career Co-Pilot's jobs monitoring pipeline. Our pipeline tracks digital and non-clinical health tech roles across organisations in England and Wales — it does not represent the complete universe of NHS jobs. Band data is sourced directly from job postings; non-standard or missing bands are excluded from band analysis but included in volume counts.