

ROYAL HOSPITAL FOR NEURO-DISABILITY (RHN)

JOB DESCRIPTION

Job title:	Clinical Nurse Educator
Department:	Operational Nursing
Salary grade:	Band 6 £35,110 - £46,308 per annum
Responsible to:	Lead Clinical Nurse Educator
Responsible for:	Development of nursing practice
Behavioural Framework:	Leadership Level 1

JOB SCOPE AND PURPOSE

The RHN is a leading national centre of excellence, providing adult person-centred services that span the entire care pathway from post-acute rehabilitation services to end-of-life care, for people with complex Neuro-disability and their families, underpinned by a strong research and education programme.

We are seeking a post holder who will demonstrate a willingness to learn and support the education, learning and development of clinical staff, and also facilitate placement of student nurses, as well as establish and promote clinical skills development and knowledge within the Respiratory and Ventilation Services, and acting as an expert resource for the nursing team, to ensure high standards of care are delivered.

JOB OBJECTIVE

For the post, the holder to be able to work closely with the Lead Clinical Nurse Educator and the wider clinical education team to plan, implement, review and evaluate various clinical skills education programmes and competencies, coordinate and manage students on clinical placements in the organisation, as well as cover clinical shifts and provide leadership and support to the respiratory and ventilation unit as well as the clinical response service.

KEY JOB RESPONSIBILITIES

1. Demonstrate an awareness of RHN's objectives and contribute to achieving them appropriately.
2. Strive to improve efficiency in all areas of your work.
3. Work with the Lead Clinical Nurse Educator in developing and coordinating education initiatives across the organisation.
4. Support in the provision of leadership and motivation to establish clinical practices that are research/evidence-based.
5. Support the clinical education team in monitoring and reviewing clinical and professional standards of care, reporting on performance, and instituting remedial action where necessary.
6. Support the Lead Clinical Nurse Educator in identifying the training and development needs of the nursing workforce in accordance with local and national policies.
7. Be a source of highly specialist clinical and educational knowledge and provide clinical supervision.
8. Ability to work within the Clinical Education team to manage and deliver a clinical education programme to support international nurses to gain the clinical standards required to pass their Observed Structured Clinical Examinations (OSCE) prior to Nursing and Midwifery Council (NMC) registration.
9. Be able to work within the Clinical Education team to manage and deliver a preceptorship programme for international and newly qualified registered nurses, and nursing associates.
10. Ability to work alongside the Lead Clinical Nurse Educator and team to develop and deliver clinical skills education programme and competency assessment framework in areas such as medicines management, intravenous therapies, venepuncture and intravenous cannulation.

11. Ability to work with the clinical education team to review, plan and commission internal and external course/educational programmes.
12. Ability to coordinate and manage students on clinical placements in the organisation.
13. Act as an advocate for patients to ensure a patient-orientated approach to the delivery of care.
14. Ensure that patients receive high-quality clinical care and a good patient experience, having regard for their customs, religious beliefs and doctrines.
15. Work closely with the Clinical Education lead to develop, implement and deliver strategies to support the educational needs of registered nurses, nursing associates and health care assistants, ensuring best practice and evidence-based care at all times.
16. Work with the Clinical Education team to tailor a programme of orientation for new staff members and arrange an ongoing programme of training for qualified and unqualified staff and international nurses requiring adaptation in the care and management of patients within the speciality.
17. Work in conjunction with Ward Managers and Charge Nurses to ensure that staff members are trained as practice supervisors and assessors to support pre-registration students.
18. Works with Ward Managers and Charge Nurses to contribute to standard setting for nursing practice.
19. Participates in the training of staff to monitor the quality of care delivered using clinical standards and takes necessary action to ensure excellence in evidence-based nursing practice.
20. Participates in Individual Performance Review of staff when appropriate using the Scope of Professional Practice.
21. Assists in the accurate collection of data relating to staff training data, course attendance and any other data that may be reasonably requested for audit purposes.

RESEARCH AND DEVELOPMENT

1. Create a climate of research awareness to encourage evidence-based practice. To initiate research projects and encourage nurses to undertake their research projects and support their progress.
2. Actively disseminate research findings as a positive role model through lectures, teaching and other appropriate communication methods
3. Assist in the benchmarking of nursing practice and evaluate the impact on new practices implemented.
4. To work collaboratively with the Clinical Placement Facilitator to ensure pre-registration placements are well supported.

PERSON SPECIFICATION: ESSENTIAL AND DESIRABLE

Job Title:	Clinical Nurse Educator
Grade:	Band 6
Salary:	£34,422 - £45,400 per annum
Responsible to:	Lead Clinical Nurse Educator

CRITERIA	ESSENTIAL/DESIRABLE		ASSESSMENT METHOD			
	TIME OF EMPLOYMENT	AFTER A YEAR AT POST	A	I	T	R
EDUCATION AND QUALIFICATIONS						
Registered Nurse on the NMC register.	E		X	X		
Relevant Degree	E		X	X		
Teaching qualification (Level 3 Award in Education Teaching or equivalent)	E		X	X		
Post Graduate Certificate in Education.		E	X	X		
Leadership or Management Qualification.	D		X	X		
PROFESSIONAL EXPERIENCE						
Evidence of high level of nursing practice - uses evidence-based practice to support patient care delivery.	E		X	X		X
Significant post-registration experience. (Min. 2 years experience, preferably in a ventilation unit).	E		X	X		X
A credible clinical role model who is committed to improving standards and patient care.	E		X	X		X
Experience designing, delivering and evaluating training sessions/programmes.	D		X	X		X
Experience supporting learning and assessment in practice.	D		X	X		X
KNOWLEDGE						
Understanding of Quality Governance and application.	D		X	X		
Knowledge of educational standards and practice.		E	X	X		
Understanding of the principles of teaching and learning and their application within the practice setting.	E		X	X		
Understanding and knowledge of curriculum design and development.	D		X	X		
Knowledge of a variety of teaching methods.	E		X	X	X	
Evidence of continuing professional development.	E		X	X		X
KEY SKILLS AND ABILITIES						
Highly motivated with the ability to inspire, motivate and lead others	E		X	X		X

Ability to work autonomously.	E		x	x		x
Excellent time management and organisational skills.	E			x		x
Excellent communication, liaison and interpersonal skills both written and verbal.	E		x	x	x	
The ability to present articulately.	E			x	x	
Ability to be adaptive and work under own initiative.	E			x		x
Ability to negotiate effectively	E			x		x
OTHER						
Awareness and respect for colleagues, patients and relatives' cultural, religious and emotional needs and beliefs.	E		x	x		x
Able to demonstrate behaviours consistent with the RHN Values	E		x	x		x
Good previous attendance record.	E		x	x		x
Satisfactory enhanced DBS check against vulnerable groups barred lists.	E		DBS			
<i>Assessment Criteria: A = Application, I = Interview, T = Test, R = References</i>						

OUR VALUES

SEEING THE WHOLE PERSON

Understanding who our patients and residents are and what their specific needs involve. Taking an interest in everyone at the RHN – staff, patients, residents and their families – seeing the whole person, with interests, hobbies and commitments. Providing high-quality customer service, developing ongoing relationships and caring for patients as individuals. Treating people as individuals, meeting and exceeding their expectations and treating them with respect, dignity and consideration. It is about providing an exceptional patient/customer experience.

DELIVERY ON PROMISES

Doing what we say we will do. Working together to deliver the best possible service for patients, carers and key stakeholders. Taking personal responsibility, being pioneering and sharing knowledge, ensuring clarity, compassion and respect.

WILLINGNESS TO LEARN

Giving staff and volunteers the time, support and opportunities to develop both themselves and their roles. Developing new skills, knowledge and technologies, and taking the time to reflect on successes and setbacks. Demonstrating a commitment to continuous professional and personal development and a flexible approach to working. Being aware of what is over the horizon, anticipating opportunities and having the vision to look forward. Accepting the need for change and developing a culture of continuous learning and improvement.

HONESTY AND INTEGRITY

Acting as a role model and setting an example that motivates and inspires others. Providing a clear direction that recognises and utilises the strengths of our people. Working with a positive attitude, being friendly, open and honest in interactions with others. When mistakes happen, talk honestly and openly about them, to make sure that they don't happen again.

LEADERSHIP BEHAVIOURAL FRAMEWORK: LEVEL 1

WORKING COLLABORATIVELY FOR RHN	
Working Collaboratively for the RHN is about working together to deliver the best possible service for patients, carers and key stakeholders. It is about demonstrating our values, particularly in finding ability in disability, delivering excellence through personal responsibility, pioneering and sharing knowledge, ensuring clarity and compassion, respect and constancy.	
<ul style="list-style-type: none"> • I carry out my duties as part of a team working towards an agreed outcome. • I share information with my colleagues and listen to their ideas. • I offer help to my colleagues if they need it. 	<ul style="list-style-type: none"> • I am not afraid to ask for help if I'm struggling with something. • I work with patients, carers, colleagues and others to resolve problems. • I am open to different ways of working.
ACHIEVING OUR POTENTIAL	
Achieving our Potential is about giving staff and volunteers the time, support and opportunities to develop both themselves and their roles. It is about being able to develop our skills and knowledge and being able to take the time to reflect on successes and setbacks. It is about demonstrating a commitment to continuous professional and personal development and a flexible approach to working.	
<ul style="list-style-type: none"> • I understand my role and the personal skills that are required to perform effectively • Takes personal responsibility and seeks opportunities for personal development • Prepared to be flexible in approach to work • Acts pragmatically and decisively 	<ul style="list-style-type: none"> • Shows willingness to embrace change • Takes a risk-aware rather than risk-averse approach to work • Prepared to challenge the 'status quo and suggest improvements • Aware of own strengths and development areas • Finds time to reflect on personal performance
PREPARING FOR THE FUTURE	
Preparing for the Future is about being aware of what is over the horizon, anticipating opportunities and having the vision to look forward. It is about taking the time to reflect on current activities and challenging the status quo. It will involve accepting the need for change and developing a culture of continuous learning and improvement.	
<ul style="list-style-type: none"> • I will actively contribute ideas and suggestions whilst being receptive to the contributions of others • I am curious about how developments outside my immediate working environment can be utilised to improve things • I feel able to challenge the status quo 	<ul style="list-style-type: none"> • Awareness of own development needs • An open and positive attitude to change • I will collaborate with colleagues from across the Organisation • I will take time to reflect on my successes and challenges • I actively participate in team meetings and the staff awards scheme
LEADING BY EXAMPLE	
Leading by Example is about acting as a role model and setting an example that motivates and inspires others. It involves providing a clear direction that recognises and utilises the strengths of our people.	
<ul style="list-style-type: none"> • I can achieve my set goals and seek self-development • I am thorough in all aspects of my work, taking pride in what I do. • I do my best to meet deadlines. • I recognise when I cannot cope with a situation and am willing to seek help as necessary. 	<ul style="list-style-type: none"> • I recognise that I am working as part of a team and balance my own needs with those of my team. • I improve my knowledge by learning from others, keeping up to date with relevant issues and taking advantage of appropriate development opportunities.
COMMITTING TO OUR PATIENTS & CUSTOMERS	

Committing to the patient and customer is about understanding who those people are and what their specific needs involve. It is about the provision of high-quality patient care and/or customer service and the development of ongoing relationships. It is about treating those people as individuals, meeting and exceeding their expectations and treating them with respect, dignity and consideration. It is about providing an exceptional patient/customer experience.

- I want to be part of a positive experience for our patients and customers
- I demonstrate an 'I care and I want to help YOU' attitude
- I treat customers in a friendly way that puts them at their ease
- I always promote a positive image of my colleagues, the services we provide and the RHN as a whole
- I will share knowledge with my colleagues

- I am proud of the excellent service that I provide
- I treat customers with empathy, honesty and respect
- I respond to customers in a timely and effective manner
- I seek to widen my knowledge levels so that I can improve the range and depth of my customer service skills
- If I cannot help I will find someone who can

The job description is not exhaustive and will be reviewed in light of changing needs and organisational development, in consultation with the post holder.

I have read, understood and accepted the responsibilities, expectations and behaviours outlined above.

Signed:

Date: