

Position Description

POSITION DETAILS			
Position Title	Clinical Educator		
Reports to	Clinical Education and Training Manager		
Business Function	Clinical Governance and Risk	Salary Grade	Common Law Contract
Direct Reports	0	Band / Level	Specialist Band D
Indirect Reports	0	Location	Northern Territory

REPORTING RELATIONSHIPS	
Internal Key Relationships	Clinical Governance and Risk staff and management, Service Managers, Clinical Nurse Managers, Registered Nurses, Enrolled Nurses; Personal Care Workers, People and Culture.
External Key Relationships	Collaborate with third parties providing services to the operation

OUR ORGANISATION
ARRCS work began in 2014 with aspirations to improve the quality of life for people living in regional and remote areas of Australia. Today, our commitment remains stronger than ever. We provide support to people across the Northern Territory through Residential Aged Care, Childcare and Regional Home Care services and School Nutrition programs. We take a holistic approach, and a deep respect for all Elders and Aboriginal Cultures is at the heart of our work.

OUR COMPANY VALUES				
Compassion	Respect	Justice	Working Together	Leading Through Learning
Through our understanding and empathy for others, we bring holistic care, hope and inspiration	We accept and honor diversity, uniqueness and the contribution of others	We commit to focus on the needs of the people we serve and to work for a fair, just and sustainable society	We value and appreciate the richness of individual contributors, partnerships, and teamwork.	Our culture encourages innovation and supports learning.

PURPOSE
The role of Clinical Educator is responsible in the delivery of safe, knowledge-based care using a variety of educational tools and development methods such as but not limited to reflective practice, practice development, critical thinking, mentor/preceptor and adult learning concepts to support improvements in clinical and care practices as directed by the Clinical Educator and Training Manager.
This role will see you completing regular travel to ARRCs Aged Care facility, of which most are in remote areas of the Northern Territory to complete required training and education to our clinical staff.

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KEY RESPONSIBILITIES

Clinical Care and Education

- Provide direct training and support to nurses and PCA to enable them to achieve their clinical and other skill competency requirements and to achieve additional/advanced clinical competencies.
- Deliver a consumer-focused learning culture that fosters clinical and care practice innovation and has a knowledge base that is contemporary and supported by evidence.
- Support and develop a proactive care workforce team that is receptive to changing models of care and clinical practice.
- Using a validated framework/tools undertake learning and competency assessments and provide clinical care for the purpose of providing clinical teaching and support to nursing and care staff at unit level.
- Provide and deliver feedback to managers regarding staff progress or difficulties in attaining competencies or skills required to perform their roles.
- Advise management of any potential problems of safety or security of patients or staff.
- Participate in the production of a facility or department level staff learning and development plan in line with ARRCs and Local priorities. This plan will consider the varying clinical and care priorities within the unit and facility and the need to respond to changing priorities as required.
- Assist the nursing and care staff within the facility to access information regarding educational information and opportunities.
- Develop deliver and assist in the evaluation education and development programs delivered at unit level report outcomes to the Coordinator Clinical Education and Training.
- Provide on the ground support for the transitional nurses ensuring they can apply their learning to clinical practice in a supported environment.
- Complete regular to ARRCs sites across the Northern Territory to deliver face to face training. Travel may include via 4WD vehicle and light, single engine aircrafts to access ARRCs facilities.

Leadership and Culture

- Drive and inspire a positive workplace culture that builds resilience, commitment and professionalism in all staff aligning with ARRCs vision, values and resident centric philosophy of the company.
- Maintain an appropriate code of conduct always acting as a positive role model supporting the strategic goals of the organisation including cultural diversity and reconciliation.
- Take a leadership role in promoting and maintaining continuous improvement, critical reflection, and lifelong learning.
- Lead, coach, and mentor clinical staff in the application of evidenced based research, through assessment and educational activities providing constructive and honest feedback in a supportive manner.
- Monitor and support all new staff to complete ARRCs quality and safety orientation and induction program.

Risk and Compliance

- Actively pursue a safety culture through staff (and resident) engagement in continuous improvement, education and clinical risk identification and reporting through incident management system.
- Identify and report potential/actual risks/hazards and manage accordingly using ARRCs Policy.
- Monitor the work environment daily through observation and reporting of potential and actual risks/hazards.

Personal Accountability

- Compliance with ARRCs's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.

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- Cooperate with strategies to actively ensure the safety, protection and well-being of elderly and children who come into association with us.
- Ensure appropriate use of resources.
- Work collaboratively with ARRCs employees and external stakeholders in accordance with ARRCs's values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Actively participate in initiatives to meet Reconciliation Action Plan and empowering of First Nations people within our employment and for those we serve in our positions.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report health and safety hazards, incidents and near misses to line management.
- Attend mandatory training sessions (i.e., equal employment opportunity, health, and safety) and mandatory training specific to position.

SELECTION CRITERIA

Key skills and experience that the applicant requires to qualify for the role:

Qualifications – Essential

- Bachelor (or higher) of Nursing.
- Current unrestricted AHPRA registration as a Registered Nurse.
- Current unrestricted registration with Australian Health Practitioners Regulation Authority (AHPRA) as a Registered Nurse with relevant post registration clinical or education qualifications and/or at least 3 years recent clinical or education experience relevant to aged and/or acute care.

Qualifications – Desirable

- Post-Graduate qualification in Aged Care Clinical Education or similar discipline.
- Certificate IV in Training and Assessment or similar training delivery qualification.

Experience

- A minimum of 3-years post graduate clinical experience – With preference in an Aged Care environment.
- Demonstrated prior experience working within Clinical Education – This includes coaching, training, mentoring and proven use of contemporary education and training methods.
- Demonstrated high level of interpersonal, verbal and written communication skills and ability to work in a multidisciplinary environment.
- Demonstrated ability to develop, deliver and evaluate education and learning activities to meet individual learning needs using adult learning principles.
- Demonstrated knowledge and understanding of nursing scope of practice, delegation and supervision of self and others.
- Evidence of a current unrestricted driver's licence and the ability to maintain. Ability and willingness to drive/travel as the role requires. This may involve driving long distances and overnight stays.
- Ability to complete regular travel to ARRCs remote sites across the Northern Territory. Travel may include via 4WD vehicle and light, single engine aircrafts to access ARRCs facilities.

Mandatory Requirements

- NDIS Worker Screening Check – Lodged or dated prior to commencement.

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- Current year Influenza Vaccination
- National Police Check – Lodged or dated within 3-months of commencement.
- Driver's License

Duties Statement

It is not the intent of this position description to limit the scope of this position in any way but to give an overview of this role at Australian Regional and Remote Community Services. You will at times be required to work on other tasks and areas as directed by your manager or ARRCs Leadership Team. By signing your contract of employment, you accept and agree to the role and responsibilities as outlined in this position description.