

JOB DESCRIPTION

Clinical Educator

ABOUT UNITING

Our purpose: To inspire people, enliven communities and confront injustice.

Our values: As an organisation we are **Imaginative, Respectful, Compassionate and Bold.**

Uniting NSW.ACT is responsible for the social justice, community services and chaplaincy work of the Uniting Church in NSW and the ACT.

We provide care and support for people through all ages and stages of life, with a focus on people experiencing disadvantage and vulnerability. Our purpose is to inspire people, enliven communities and confront injustice.

Uniting values diversity of ability, age, ethnicity, faith, sexual orientation, intersex variation or gender identity and we always welcome everyone, exactly as they are.

We are **one of Australia's largest and most trusted Service Providers** which is made up of a team of **diverse, purpose-led people** who really are making a difference to the world around them.

ABOUT THE ROLE

Role Purpose

This role is responsible for the development, delivery and evaluation of training, education and clinical practice competencies and capabilities for Home and Community Care (HACC) staff. The position works closely with the clinical and quality governance, practice excellence and local HACC teams to determine and plan learning needs for staff.

ROLE KEY ACCOUNTABILITIES

You will be an integral member of the **Home and Community Care** team through the following:

- Maintain a high standard of conduct and work performance based on Uniting's values to promote our reputation with key internal and external stakeholders.
- Ensure integration and collaboration across Uniting programs to deliver seamless and impactful end to end services with the customer at the centre.
- Actively engage and participate in the performance management framework and review processes at Uniting.
- Act in a manner which upholds and positively reflects the Uniting Code of Conduct and Ethical Behaviour.
- Contribute to a culture of openness, feedback and productivity.
- Model, communicate and act in ways that are consistent with our values of Bold, Respectful, Imaginative and Compassionate.

- Take care of the safety of yourself and others at all times and undertake work in a safe manner in accordance with policies, procedures and instructions (written or verbal) and in adherence to WHS policies and procedures.
- Actively contributes to a safe and supportive working environment that is inclusive of all staff through celebrating their nationality, cultural background, LGBTI status, abilities, gender and age.

As the **Clinical Educator**, your role specifically will:

- Develop a training needs analysis framework and supporting tools in line with Uniting's clinical governance framework/policies as well as the current legislative standards and requirements.
- Conduct a training needs analysis in order to inform the development and implementation of service level training plans in consultation with each local leadership team.
- Monitor and drive service level training plans in close collaboration with each local leadership team.
- Develop and maintain clinical education training material based on Uniting's clinical governance framework/policies, Capability Framework (including the learning principles) as well as the current legislative standards and requirements.
- Deliver structured, flexible, and relevant training sessions to assist all learners in achieving their learning goals, facilitating the development of critical thinking and problem-solving.
- Assess and evaluate comprehensive education programs to meet ongoing competency in line with Uniting's clinical governance framework/policies, Capability Framework (including the learning principles) and current legislative standards and requirements.
- Work collaboratively with Clinical Governance, Practice Excellence and the Area Managers to support staff development with clinical educational activities.
- Collect and assess data and information related to education needs, including the identification of trends, issues and supporting data to determine a comprehensive, fit for purposes education program.
- Provide guidance, resources, and knowledge to support the professional growth of others.
- Mentor clinical staff, colleagues', students, and others as appropriate.
- Embed a culture of reflective practice through clinical supervision.
- Act as an educational consultant to management and support projects related to policy, procedure, and program development.
- Collaborate with Clinical Governance and Practice Excellence to recommend educational strategies for the implementation of clinical standards.

ABOUT YOU IN THE ROLE

As a staff member of Uniting you will celebrate diversity and welcome all people regardless of lifestyle choices, ethnicity, faith, sexual orientation or gender identity.

Your directorate: Home and Community Care
You will report to: Quality Improvement Lead

YOUR KEY CAPABILITIES

Individual leadership

- **Improving performance** - Works with others and offers suggestions to find ways of doing the job more effectively.
- **Owning the job** - Takes ownership for all responsibilities and honours commitments within their own role and strives to achieve goals with a "can-do" attitude to levels of excellence.
- **Perseverance** - Remains committed to completing the job in the face of obstacles and barriers.
- **Timeliness of work** - Sets achievable timeframes and works to complete projects, tasks and duties on time.

Business Acumen

- **Organisational Operation** - Displays awareness of Uniting's business objectives and understands how personal objectives relate to those objectives.
- **Organisational Objectives** - Has broad awareness of Uniting's vision and values and how they apply to issues in the team.
- **Develops and Grows the Business** - Understands team and organisational goals and works collaboratively with Team Members to achieve organisational goals.
- **Makes Sound Decisions** - Analyses problems, seeks input from relevant people and then takes appropriate action to implement the most effective solution in a timely manner.

QUALIFICATIONS & EXPERIENCE

Qualifications:

- Tertiary qualifications in Nursing or Allied Health
- Certificate IV in Training and Assessment (highly desirable)
- Current registration or membership in accordance with your profession
- Current Registration with AHPRA or relevant health professional board of Australia
- Current and unrestricted Australian drivers licence

Experience:

Typically this role will require five (5) or more years' experience in your field of expertise with two (2) or more years delivering education and training. You will have excellent written and verbal communication skills, be organised, systematic, thorough, accurate and disciplined. You will be continuing to develop in your area of expertise and be expected to provide innovative ideas to solve problems in your discipline. It is expected that you will possess good skills at navigating a complex organisation, forging relationships, and managing through influence rather than direct authority as required.

- Demonstrated ability and commitment to ensure that the voice of the customer is heard and valued
- Significant experience in the Aged Care industry
- A well-developed understanding of contemporary Aged Care clinical practice
- Research experience in areas including clinical and quality improvement
- Experience in education program design and evaluation
- Demonstrated passion for social change and contributing to an organisation of influence for the most vulnerable, at risk and disadvantaged members of the community
- Ability and willingness to travel

Even better:

- Post-graduate qualifications in a relevant field
- Understanding of coaching methodologies
- Experience as a coach in clinical leadership

Employee Name:		Manager's Name:	
		Title	
Date:		Date:	
Signature:		Signature:	