

Job Description Details	
Job Title	Clinical Learning and Development Officer
Department/Division	Learning and Development
Reports to	Clinical Lead
Direct Reports	
Agreement	Brightwater Care Group Staff Agreement

Brightwater Mission
<p><i>Pursuing the Dignity of Independence</i></p> <p>For Brightwater, no one is beyond care. Here, we value the potential that lives inside each and every one of us, no matter what that looks like. Our amazing ability to strive towards our best self every day, to keep learning and to keep growing. This drives all that we do. Sure, it's not always easy, but this journey that we're on together comes with its own reward. This pursuit of independence brings with it the dignity of control over our own lives. And everyone deserves the right to pursue that.</p>

Commitment to Mission and the Brightwater Spirit
<p>Embrace and apply the Brightwater Spirit – our values and behaviours – in all interactions with staff and customers. Our commitment to the Brightwater Spirit enables us to achieve our Mission, <i>Pursuing the Dignity of Independence</i>.</p> <p><b>Caring</b> We care for and about each other. We work together to provide inclusive and relevant services in ways that meet the needs and goals of our clients.</p> <p><b>Authentic</b> We are open and genuine, enabling us to build meaningful relationships with our clients and each other.</p> <p><b>Progressive</b> We are inspired to continuously improve ourselves and our services for the benefit of our clients.</p> <p><b>Courageous</b> We find strength in order to make a difference.</p>

Diversity and Inclusion Statement
<p>At Brightwater, we welcome people with the full diversity of life experiences, thoughts and beliefs. We foster a culture of inclusion, collaboration and innovation where our clients and staff can flourish.</p>

Position Purpose
<p>This position is responsible for embedding a workforce development learning culture for Brightwater's Residential Aged Cares sites to provide ongoing support and assessment of knowledge and skills for staff and students, contributing to positive client outcomes and delivery of person-centred care. The role will be responsible for the provision of support for new staff and students including orientation/coaching and facilitation of learning/developmental activities. The role will support the development of academic and training resources and be responsible for the implementation of a site based clinical placement model and continuing education. An essential requirement of the position is for the facilitator to become a part of the site-based care team.</p>

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Clinical Learning and Development Officer	1	22/08/2024	Coordinator Reimagining Clinical Placements	Manager People and Culture Operations	
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## Key Duties/Accountabilities

1. Develop and manage the site-based orientation, clinical education and clinical placement programs.
2. Provides clinical support, coaching, mentorship, assessment, supervision and educational leadership to ensure consistency of education and clinical practice, in collaboration with service delivery areas.
3. Demonstrate clinical expertise within your scope of an enrolled nurse and professional role modelling and facilitate formal and informal learning opportunities for staff and students to meet theoretical and professional practice objectives and course learning outcomes in the clinical setting.
4. Liaises with management to ensure the appropriate selection and management of buddies and new staff/students; monitors and coaches' buddies in their support of new staff and students and provides coaching and constructive feedback. The role will also maintain relationships with external preceptors of students on placement.
5. Works alongside students and new staff to provide effective and timely direction, delegation, support and supervision to promote autonomy, develop initiative and ensure safe practice is maintained.
6. Monitors and facilitates staff and student compliance regarding training and maintains accurate documentation and reports providing evidence that training/competency compliance meets the required standards.
7. Participate in quality improvement activities, including implementation of changed processes, collaborating with the site clinical leadership teams to implement risk reduction strategies, including development of relevant education programs to minimise potential or actual risks within the clinical environment,
8. Communicate regularly and work collaboratively with the Service Manager, clinical leadership and education teams.
9. Delivers educational training and participates in Brightwater induction, annual competency day programs, training and educational programs as required.
10. Guides and provides support to the clinical workforce to ensure they are working within their scope of practice.
11. Contribute to the ongoing development of the placement activity tool to establish a progressive learning journey for students to undertake the full range of duties of a Registered Nurse in aged care
12. Foster strong internal and external networks and facilitate a cooperative partnership approach to achieving the education and training goals in line with the organisational objectives.
13. Build effective working relationships with key stakeholders to contribute to the Reimagining Clinical Placement Project and Care Education Centre Operational Plan.
14. Support the Coordinator of Reimagining Clinical Placements and the education team as required, and undertake duties as directed within skills and capabilities

## Key Working Relationships

1. Care Education Centre.
2. Operational Managers, Service Managers, and Clinical Nurse Managers.
3. People Services Team.
4. External learning partners and consultants.
5. External Higher Education Providers

## Professional Development

1. Accept responsibility for updating/developing own knowledge/skills in relation to professional practice.
2. Actively participate in opportunities for performance feedback with a growth mindset, including reviews and check-ins; reflect on own performance and set goals.
3. Complete essential training courses within the required timeframes and embed learning outcomes to continuously improve skills and work performance.
4. Attend and contribute to staff meetings/discussions and collaborate with team members to improve outcomes.

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## Safety and Health

1. Actively promote a positive safety and health culture by caring for self and others, demonstrating attention to physical, mental, emotional, cultural, and psychological safety.
2. Take proactive and responsible actions to avoid, eliminate or minimize hazards.
3. Accept responsibility for understanding and recognising the risks and hazards associated with work duties.
4. Report all incidents, hazards, and injuries immediately.
5. Use equipment, such as personal protective and manual tasks equipment, as trained and required.
6. Adhere to infection control principles and practices.

## NDIS Risk Assessment

This position is likely to require more than incidental contact with people with disability and therefore is a risk assessed role that requires the person to hold a valid and satisfactory NDIS Worker Screening Check.

## Other Information

This position is required to travel required across the wider-metropolitan area to attend Brightwater facilities.

## Selection Criteria – Qualifications, Skills, Knowledge, Experience

1. Qualified and suitably registered with the Australian Health Practitioner Regulation Agency (AHPRA) as a Registered Nurse.
2. Relevant tertiary qualification in Nursing with minimum 3 years post registration experience
3. Demonstrated advanced clinical knowledge and experience working in aged care.
4. Demonstrated skills and experience in development, facilitation and delivery of clinically situated training, education programs and presentations.
5. Knowledge of Nursing and Midwifery Board of Australia Registered Nurse standards for practice, Code of Conduct and ICN Ethical Standards, relevant legislation and policies and procedures related to nursing practice.
6. Excellent written, verbal, facilitation and interpersonal communication skills that develops inclusive teamwork and establishes successful working relationships with stakeholders.
7. Excellent computer skills and sound knowledge of Learning Management Systems and Microsoft Office applications.
8. Advanced analytical and problem-solving skills, high attention to detail, strong report writing skills, the ability to organise and prioritise tasks, work effectively under pressure, and meet deadlines.
9. Working knowledge of Safety and Health legislation; Aged Care Act (1997); Aged Care Quality Standards; residential care documentation requirements.
10. Current WA 'C' Class Driver's License and reliable, licensed transport with comprehensive insurance.
11. Satisfactory National Police Certificate obtained within the last 12 months.

## Desirable Criteria

1. Certificate IV in Training and Assessment
2. Aged Care experience

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