

## Position Description

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|----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Position Title             | Clinical Nurse Educator – 6B                                                                                                                                                                                         |
| Position Number            | 30026074                                                                                                                                                                                                             |
| Division                   | People and Culture                                                                                                                                                                                                   |
| Department                 | Nursing and Midwifery Education                                                                                                                                                                                      |
| Enterprise Agreement       | Nurses And Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028                                                                                                      |
| Classification Description | Educator Major                                                                                                                                                                                                       |
| Classification Code        | RN35                                                                                                                                                                                                                 |
| Reports to                 | Manager Nursing and Midwifery Education                                                                                                                                                                              |
| Management Level           | Non Management                                                                                                                                                                                                       |
| Staff Capability Statement | Please click here for a link to <a href="#">staff capabilities statement</a>                                                                                                                                         |
| Mandatory Requirements     | <ul style="list-style-type: none"> <li>• National Police Record Check</li> <li>• Registration with Professional Regulatory Body or relevant Professional Association</li> <li>• Immunisation Requirements</li> </ul> |

## Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us.

We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

## Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

## Our Values

**PASSIONATE** – We are passionate about doing our best – for our patients, our colleagues and our community.

**ACCOUNTABLE** – We take ownership of our actions and outcomes, always striving for integrity and improvement.

**CARING** – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

## The Position

As part of Learning, Education and Development within People and Culture, the Clinical Nurse Educator 6B coordinates and leads learning and development opportunities for nurses within the ward as well as across Bendigo Health and to a lesser extent, regional partners. They provide clinical support to undergraduate nursing students, graduate nurses and new and less experienced staff in 6B as well as working as part of a team flexing to support other Clinical Nurse Educators as required. In undertaking the role, the Clinical Nurse Educator 6B:

- liaises with nurse leaders to identify learning and development needs
- works closely with other members of the nursing and midwifery education team, inter-professional partners and external education providers to share knowledge and resources, reduce duplication, and enable continuous improvement in clinical learning and development.
- works with undergraduate nursing students, graduate nurses, and newly appointed or less experienced nurses, enabling ongoing development of clinical competence
- provides support to nurses who are supervising undergraduate nursing students, graduate nurses, and newly appointed or less experienced nurses
- acts as a conduit between undergraduate nursing students, the clinical placements team and education providers

## Responsibilities and Accountabilities

The Clinical Nurse Educator: 6B will provide clinical support and education to undergraduate, graduates, new and less experienced staff, and will assist in identification of learning needs and professional development to the nursing team.

## Key Responsibilities

- Coordinate education portfolios as directed
- Maintain & develop surgical education resources such as Clinical Practice Tools, in-service templates, equipment, 6B Novice to Expert Trajectories, GOLD modules and others as directed
- Undertake training needs analysis to identify learning and development needs
- In collaboration with key stakeholders and other educators contribute to the design, development, implementation and evaluation of
  - nursing and inter-professional learning opportunities
  - programs that contribute to post graduate qualifications
  - programs and processes that enable expansion of scope of practice and professional development for nurses and midwives
  - other learning resources
- Support managers in provision of effective in-service nursing education and department specific professional development
- Act as a support for nurses undertaking post graduate studies in acute, subacute and community services

- Contribute to nursing education for nurses across the Loddon Mallee region
- Incorporate best practice into learning and development opportunities
- Assist in the orientation of undergraduate, graduate and newly appointed nurses
- Provide clinical support to undergraduate, graduate and newly appointed and less experienced nurses, prioritising support to cohort and area with greatest development needs
- Develop and implement learning plans with undergraduate nursing students who are failing to meet expectations
- Conduct assessments of undergraduate nursing students
- Build capacity in department-based nurses to provide support and conduct assessments of undergraduate nursing students
- In collaboration with Managers contribute to the development and implementation of learning plans for graduate nurses and newly appointed or less experienced nurses who require specific guidance
- Provide support in clinical areas as directed during times of escalation
- Contribute to the review and development of resources that facilitate the development of competence for undergraduate, graduate and newly appointed and less experienced nurses
- Demonstrate accountability for own professional development
- Act as a mentor and role model
- Represent nursing education on relevant committees and working groups

## Key Selection Criteria

### Essential

1. Extensive knowledge and expertise in surgical nursing, with current registration as a Registered Nurse with AHPRA (without conditions).
2. Expertise in learning and development, including conducting training needs analyses, designing, developing, implementing, managing, and evaluating education programs using contemporary adult learning principles and evidence-based practice.
3. Knowledge of clinical education and support models, with the ability to assess competence and provide effective verbal and written feedback to support staff development.
4. Strong leadership, communication, and stakeholder engagement skills, with the ability to influence, negotiate, introduce innovative concepts, and facilitate collaborative decision-making.
5. Demonstrated ability to work effectively both independently and collaboratively within multidisciplinary teams to achieve organisational and educational outcomes.
6. Relevant postgraduate qualification or Certificate IV in Training and Assessment (or equivalent expertise) in education, training, or professional development.

### Desirable

7. Ability to interact and communicate with a diverse range of people at all levels
8. A personal approach which is positive, enthusiastic, friendly and helpful

9. Demonstrated commitment to ongoing professional development of self
10. Flexibility to operate in an environment of change and continuous improvement.

## Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

*All Bendigo Health sites, workplaces and vehicles are smoke free.*

*This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.*