Position Description

Position Title	Clinical Nurse Educator Cancer Services/SPECU
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 staff capabilities statement
Mandatory Requirements	• National Police Record Check • Registration with Professional Regulatory Body or relevant Professional Association • Drivers Licence • Immunisation Requirements

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 5A/Cancer Services coordinates and leads learning and development opportunities for nurses within these wards 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 5A/Cancer Services 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 5A/Cancer Services:

- 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

Key Responsibilities

- Coordinate Palliative Care Nursing and Oncology education portfolios and others as directed
- Maintain & develop Oncology & Palliative Care Nursing education resources such as Clinical Practice Tools, in-service templates, equipment, Palliative Care and Cancer Services 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
- Collaborate with Clinical Nurse Consultants & 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. Demonstrated knowledge and clinical expertise in oncology nursing, evidence-based practice and contemporary clinical support models.
2. Knowledge and expertise in conducting training needs analyses, identifying learning requirements, and designing and implementing individual and team learning management plans.
3. Proven expertise in the design, development, implementation and evaluation of effective learning and development programs, applying contemporary adult learning principles within clinical environments.
4. Ability to introduce and drive innovative concepts and practice improvements through effective influencing, negotiation and persuasion skills, engaging key stakeholders in collaborative decision-making.
5. Demonstrated ability to undertake clinical and learning assessments, provide constructive verbal and written feedback, and work effectively both independently and as part of a multidisciplinary team.
6. Postgraduate qualification in a relevant field, Certificate IV in Training and Assessment or equivalent expertise, and current registration with AHPRA as a Registered Nurse without conditions.

Desirable

7. Demonstrated experience in palliative care nursing, with a strong commitment to ongoing professional development and continuous learning.
8. High level of self-confidence, initiative and adaptability, with the ability to work effectively in an environment of change and continuous improvement.
9. Excellent interpersonal, communication and relationship-building skills, with the ability to interact effectively with a diverse range of people at all levels.

10. Positive, enthusiastic, friendly and approachable manner, with a helpful attitude and willingness to learn.

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.