

Position Description

Position Title	Clinical Nurse Educator – COMPASS Program
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
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 • 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

The Clinical Nurse Educator – COMPASS Program is responsible for implementation and delivery of the COMPASS pilot and supporting consistent, evidence-informed transition-to-practice support across participating clinical areas.

The role will build the capability of the system around the graduate by preparing and supporting Clinical Preceptors, monitoring graduate transition and progression, facilitating early identification and escalation of concerns, supporting program fidelity and partnering with clinical departments to operationalise the model. The position will also contribute to evaluation, quality improvement and research activities associated with the pilot.

The Educator does not hold operational responsibility for departmental rosters. Clinical departments retain roster accountability through their established processes; the coordinator works with departments to support alignment of graduate and Clinical Preceptor shifts, including appropriate exposure and support across the 24-hour clinical environment.

Responsibilities and Accountabilities

Key Responsibilities

Program implementation and delivery

- Implementation and day-to-day delivery of the COMPASS pilot in partnership with Nursing & Midwifery Education, clinical managers, educators and participating departments.
- Support consistent application of the COMPASS model, including orientation, protected preceptorship, graded autonomy, tapering support and planned re-transition at the six-month rotation.
- Develop and maintain program resources, implementation tools, communication materials, schedules, monitoring processes and supporting documentation.
- Monitor planned versus delivered components of the model and identify barriers to program fidelity, escalating operational risks and recommending practical solutions.
- Facilitate regular communication with participating clinical areas and provide timely updates on implementation, emerging themes, risks and opportunities.

Clinical Preceptor workforce development

- Contribute to development of training and required resources for the preparation and ongoing development of Senior Clinical Preceptors and Near-Peer Clinical Preceptors.
- Deliver and/or facilitate Clinical Preceptor development using evidence-informed coaching, feedback, psychological safety, graded autonomy, clinical reasoning and escalation principles.
- Support Clinical Preceptors to distinguish expected transition challenges from emerging performance or safety concerns and to escalate concerns through appropriate pathways.
- Facilitate reflective practice, debriefing, case discussion and ongoing capability development for the Clinical Preceptor cohort.

- Promote a culture in which supporting the development of less experienced clinicians is recognized as an important component of professional nursing practice.

Graduate transition and support

- Undertake structured graduate check-ins and pulse checks across the 12-month program and support graduates to identify learning needs, goals and development priorities.
- Monitor graduate transition and progression using a time-guided and capability-informed approach, recognizing that confidence and competence are related but distinct.
- Support early identification of graduates requiring additional assistance and coordinate and/or deliver appropriate educational support in partnership with CNEs/SNEs, NUMs and other relevant stakeholders.
- Provide guidance regarding LAMP and other escalation processes where graduate progression or performance concerns are identified.
- Support continuity of development goals and relevant learning information across the six-month clinical rotation and coordinate planned re-intensification of support where required.
- Promote psychological safety, appropriate help-seeking, belonging and professional identity development throughout the graduate transition.

Clinical area and stakeholder partnership

- Work collaboratively with NUMs, CNEs/SNEs and departmental teams to support local readiness for COMPASS implementation.
- Support departments to plan alignment of graduate and Clinical Preceptor shifts within existing departmental rostering processes; roster accountability remains with the clinical department.
- Support planning for appropriate graduate exposure to PM and night duty with access to suitable clinical support.
- Develop effective relationships across Nursing & Midwifery Education, clinical divisions, workforce and other relevant internal stakeholders.

Education, quality improvement, research and evaluation

- Apply contemporary transition-to-practice, preceptorship, coaching and adult learning principles to program design and delivery.
- Contribute to development and delivery of education resources, simulation activities and learning opportunities associated with COMPASS.
- Support collection of agreed process and outcome measures, including graduate, Clinical Preceptor and implementation/fidelity data.
- Work collaboratively with Research & Development and relevant governance structures to support ethical, rigorous evaluation and research associated with the pilot.
- Use evaluation findings, feedback and implementation data to identify opportunities for continuous improvement and sustainability.
- Prepare reports, summaries and presentations for relevant governance groups and stakeholders.

Professional practice

- Maintain contemporary nursing knowledge and professional practice relevant to the role.

- Model professional, respectful and inclusive behavior consistent with Bendigo Health values.
- Practise within relevant legislation, professional standards, codes, Bendigo Health policies and scope of practice.
- Participate in professional development, reflective practice and performance development processes.
- Carry out lawful and reasonable directions consistent with the position and relevant professional standards.

Key Selection Criteria

Essential

1. Current registration with the Nursing and Midwifery Board of Australia as a Registered Nurse, with demonstrated clinical experience, credibility and the ability to apply contemporary evidence, professional standards and clinical reasoning to support safe practice.
2. Demonstrated experience in clinical education, preceptorship, coaching, facilitation and/or workforce development, with an understanding of transition to professional practice and the learning, wellbeing and capability needs of newly registered nurses and early-career clinicians.
3. Demonstrated ability to design, coordinate, deliver and evaluate education and workforce development initiatives within complex clinical environments, using evidence, data, feedback and quality-improvement principles to monitor implementation, evaluate outcomes and inform service improvement.
4. Highly developed communication, interpersonal and stakeholder engagement skills, including the ability to build effective relationships across professional and organisational boundaries, provide constructive feedback, facilitate challenging conversations and support psychologically safe, inclusive and reflective learning environments.
5. Demonstrated ability to identify and respond to learner and staff performance or capability concerns, provide appropriate educational support and escalate concerns through relevant clinical, educational and performance pathways.
6. Well-developed organisational, project coordination, problem-solving, written, verbal, electronic communication and computer literacy skills, with the capacity to manage competing priorities and support implementation across multiple clinical areas.

Desirable

7. Postgraduate qualification in clinical education, nursing, leadership, research or a related field.
8. Experience supporting graduate nurse programs, transition-to-practice programs or structured preceptorship models.
9. Experience in simulation-based education, research, program evaluation or implementation/translation activities.
10. Experience working across multiple clinical services or in a health-service-wide education role.

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.