

Position	Clinical Educator (Nursing)
Date effective	April 2018
Conditions	Individual common law contract

Our Organisation Services:

Lutheran Services is a respected not-for-profit organisation providing services in the fields of aged care, disability, family support, youth support and chaplaincy in Queensland. Lutheran Services provides quality and contemporary support and accommodation for older people, youth and their families, people living with disability or mental illness, and families experiencing domestic violence and hardship.

Our philosophy and vision

Lutheran Services exists to serve. Delivering the best in service, care and accommodation while making a meaningful contribution to communities is at the core of what we do.

Our values

- Offering grace and hope
- Delivering faithful service
- Respecting the dignity of the people we serve
- Fostering a committed and innovative culture
- Securing a sustainable future

About the Opportunity

A truly unique and exciting opportunity has become available inviting healthcare professionals to join Lutheran Services as a Clinical Educator (Nursing). You will be passionate about shaping the future of clinical staff in promoting best practice in clinical care and chronic disease management. Lutheran Services is moving through an exciting period of growth where your role will be integral in providing ongoing clinical education, coaching and mentoring, clinical expertise whilst supporting governance and accreditation frameworks. Your role will support the Manager – Clinical Innovation in the planning, development, implementation and review of Lutheran Services Strategic and Operational Plans.

Role and Responsibilities

Reporting to the Manager – Clinical Innovation, the Clinical Educator will:

- Support Lutheran Services' staff to achieve their full potential within their scope of practice, to deliver high quality services, keeping up-to-date with their skills based on best practice evidence, developing appropriate leadership abilities and contributing to a positive workplace culture;
- Assess, develop, implement and review education programs utilising adult learning frameworks;
- Support all Lutheran Services facilities in delivering high quality, appropriate care and continue to achieve above and beyond mandatory related standards required to maintain accreditation;
- Continue the delivery of the Graduate Registered Nurse Development Program, an educational program designed for newly graduated registered nurses working for Lutheran Services;
- Ensure that education programs provided align with the Aged Care Funding Instrument (ACFI);
- Provide professional leadership to staff and work collaboratively with relevant managers;
- Report clinical practice gaps to the Manager – Clinical Innovation;

- Maintain oversight of electronic clinical systems, assisting with upgrades, implementing evidence based changes and providing training as required.
- Foster a culture of learning and continuing professional development;
- Coordinate the orientation of site management from a clinical perspective;
- Undertake 'gap analyses' and systems audits within Lutheran Services facilities and recommend improvements required;
- Complete short-term assignments acting in critical clinical roles within services (by mutual agreement);
- Ensure Clinical Quality and Risk Management programs are followed;
- Other duties as required from time to time.

Staffing and Budgetary Responsibilities

This position has no direct staff or budgetary responsibilities unless completing short-term assignments in acting roles.

Qualifications / Professional Registration / Other Requirements

Appointment to this position requires proof of qualification and registration or membership with the appropriate registration authority or association. Any restrictions or changes to registration must be reported immediately.

- Current registration with the Australian Health Professional Registration Authority (AHPRA) as a Registered Nurse (Division one)
- Significant post graduate experience and/or previous clinical education experience
- Post graduate qualifications in adult training and assessment or relevant education experience
- Working knowledge of ACFI
- Experience of and/or Understanding of Accreditation, Standards and Aged Care Accreditation Standards
- Experience working with electronic documentation systems (preferred)
- Australian Driver's License (unrestricted)

Pre-employment requirements

All employees must have a current National Police check and will be required to provide proof of working rights. The incumbent will be required to provide medical information relevant to this position by submitting to a pre-employment medical and be deemed fit by Lutheran Services Chief Medical Officer.

The Package

As the successful applicant to the role you will be offered a highly competitive salary package, car allowance, superannuation at the statutory rate and access to salary packaging.

Lutheran Services are dedicated to providing employees with a genuine work-life balance; flexible working arrangements can be negotiated.

Working for an organisation that genuinely cares, we also offer access to significant discounts across a number of areas including private health insurance, gym membership, holiday and travel discounts, home appliances and IT and care rentals.

Key Selection Criteria

You will be assessed on your ability to demonstrate the following key attributes. Within the context of the roles and responsibilities described above, you will demonstrate the following:

Leadership

- Ability to enthuse, lead, promote and support educational innovations to support clinical practice and workforce development initiatives;
- High level critical thinking, analytical and problem solving skills;
- Initiative, ability to work autonomously with minimal supervision;
- Facilitate the role development of others by succession planning, role modelling and mentoring.

Quality Care

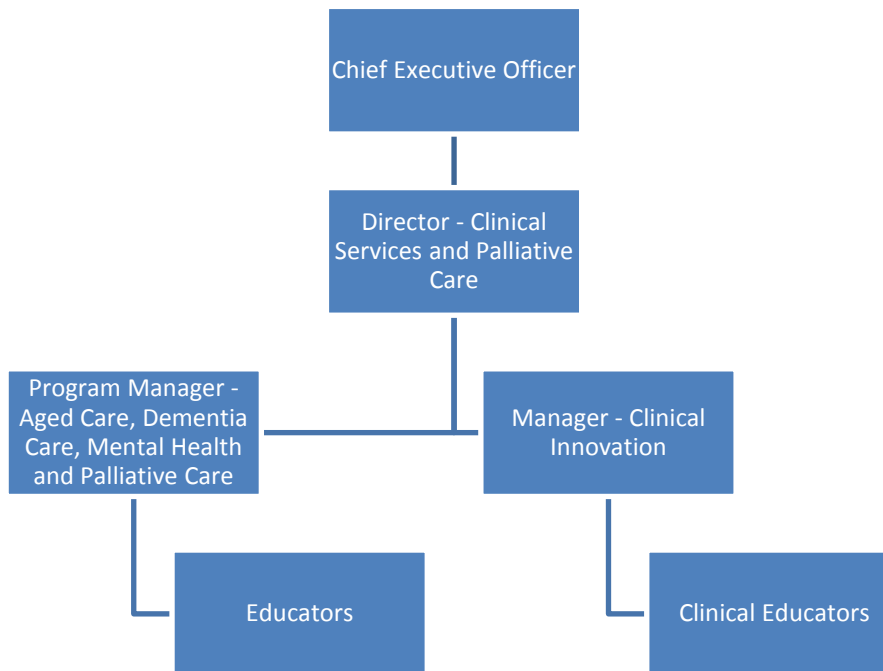
- Maintain an advanced level of knowledge and skills relevant to area of practice;
- Ability to develop educational processes and teaching and learning strategies that support safe, contemporary, evidence based, ethical clinical Nursing practice and standards;
- Knowledge of and a demonstrated commitment to quality processes, accreditation and evidence based practices, identifying areas for improvement and contributing to these improvements;
- Ability to conduct system audits ensuring ongoing compliance is maintained and supporting services to exceed the minimum standard;
- An understanding of relevant legislation, standards, policies and procedures relevant to contemporary nursing practice.

Learning Research & Development

- Create an environment conducive to learning and improvement;
- Ability to conduct needs analysis, and develop, implement, and evaluate an education plan to meet identified needs;
- Ability to produce and deliver effective, innovative education utilising appropriate teaching and learning strategies in a variety of settings;
- Utilise coaching, succession planning and preceptorship to provide opportunities for role development and clinical experience.

Teams, Partnership & Communities of Practice

- High level interpersonal, consultative, negotiation and communication skills applied in a dynamic, multidisciplinary environment with a range of stakeholders;
- High level oral communication skills to enable effective interaction in individual and group situations as well as high level written communication skills;
- Ability to facilitate collaboration and teamwork to promote good working relationships;
- A genuine interest and sound understanding of the unique working conditions in regional, rural and remote aged care service settings;
- Ability to use Microsoft Word, Excel, Outlook and Powerpoint to a proficient standard;
- Ability to utilise electronic clinical systems relevant to aged care.

Organisational chart**Additional information**

Please contact Ryan Lindenmayer, Manager – Clinical Innovation to for more information about this position on 3858 3092

NOTE: This position statement is not intended to be all-inclusive. Employees may perform other related duties as negotiated to meet the ongoing needs of the organisation.