

## Job Description

**Title:** Paediatric Clinical Educator

**Band:** 6

**Staff Group:** Women and Children's

**Reports to:** Paediatric Matron & Education Lead

### Job Summary:

A fantastic opportunity has arisen to join the paediatric education team at the Queen Alexandra Hospital in Portsmouth as a Clinical Educator. We are seeking an experienced and enthusiastic registered nurse who is keen to share their nursing expertise to join our dynamic team. This is a full-time position (37.5 hours); Monday to Friday. The successful candidate will be a visible proactive presence in clinical areas; working alongside staff to support their clinical skills development, ensuring a positive learning environment and the promotion of evidence-based practice. Given our recent Level 2 Paediatric Critical Care designation (HDU), this job role is crucial to safely provide critical care services to our paediatric population. Therefore a background in critical care and/or HDU is essential (paediatric preferred but not essential). The education role is fundamental to the success of embedding Level 2 Critical Care (HDU) at PHU. This success of this role will rely on a full-time practice educator supporting both those undertaking PCC L1 & 2 training and ward staff with complex care and management of acutely unwell children. It is essential that the clinical educator work closely with the education lead as well as PCC/HDU leads to ensure good communication between teams. They must develop positive professional relationships with clinical staff to foster development and opportunities for education and supervision. The post holder will also assist with newly qualified nurses and the wider nursing team to ensure competencies are maintained and regulated.

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### Job Purpose:

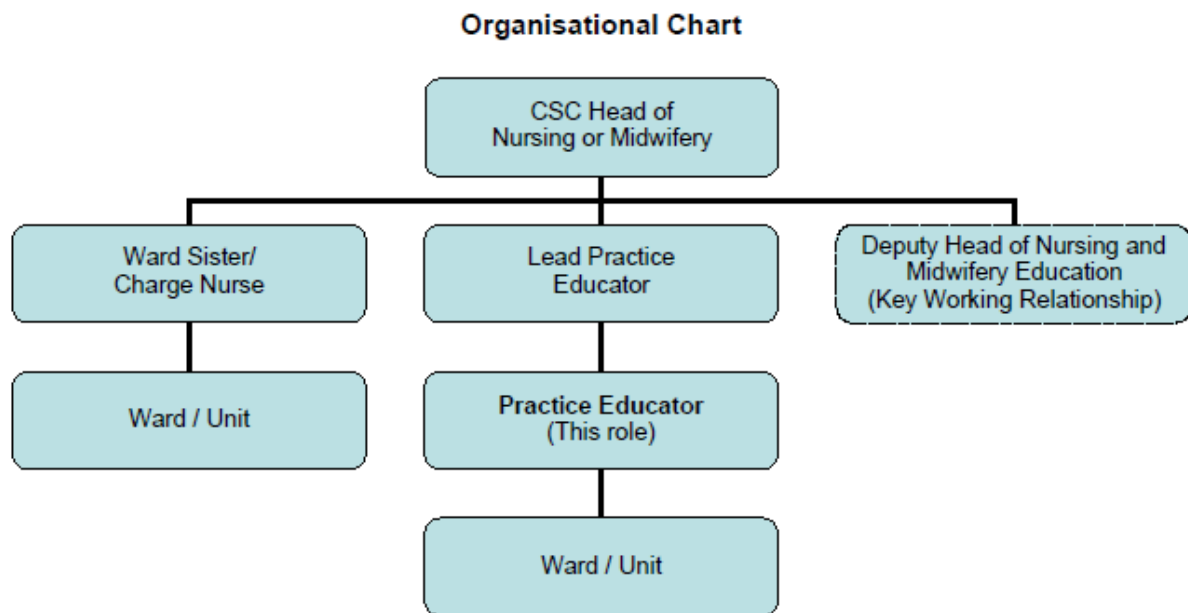
- To work as part of the Paediatric Education team; ensuring that the service delivered to patients and relatives is evidence based, meets statutory and contractual requirements and that patients and staff have a positive experience.

- To support the learning and development agenda for paediatrics, ensuring that education provision meets service requirements and that we meet our statutory contractual obligations. Assist with ensuring staff are fit to practise and support the talent management programme.
- Provide visible clinical leadership and presence across the paediatric department working with the Lead Practice Educator to work with individuals and teams in the pursuit of clinical excellence.
- Be aware of departmental and trust budgets and support the senior management in implementing and maintaining these.

#### **Key Responsibilities:**

- **Clinical Education and Training:** Assist in the development, implementation, and evaluation of education programmes for clinical staff working with children and young people. Deliver training sessions, including clinical skills workshops, simulated clinical assessments, mandatory training, and clinical supervision.
  - **Clinical Support:** Work alongside nursing teams to provide hands-on support to enhance clinical skills and knowledge. Act as a role model, sharing expert knowledge and supporting staff in the clinical environment.
  - **Programme Development:** Collaborate with the senior nursing team and the education & practice development team to plan and lead the implementation of evidence-based, patient-focused practices. Develop and deliver training programmes tailored to the needs of staff at all levels. Maintaining an up-to-date awareness of research and development within children's nursing.
  - **Staff Development and Support:** Provide pastoral care to paediatric staff, supporting their professional growth and well-being. Assist in the recruitment and retention of staff by offering education and training that builds confidence and competence.
  - **Assessment and Evaluation:** Monitor and evaluate the effectiveness of clinical skills training and practice development. Record details of training delivered and identify any performance-related issues.
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## Organisational Chart



## Person Specification

### Qualifications

- Current RNC/RN with NMC registration (paediatric preferred)
- Specialist knowledge of mentorship, education, and development practice.
- Mentoring / coaching / education qualification to postgraduate diploma level or equivalent evidence of supporting learners in practice or mentorship module.
- Experience of educating others in a formal or informal setting.
- Previous experience development of practice.
- Paediatric Level 2 Critical Care Course/ willing to undertake
- Education at masters degree level (desirable)

### Skills and Knowledge

- Expert skills and experience in critical care/HDU (paediatric preferred).
- Critical appraisal skills.
- Knowledge of educational standards and practice.
- Ability to lead and motivate teams effectively.
- Excellent communication, teaching, and presentation skills.
- Articulate and knowledgeable in current health care issues.

- Strong organisational skills with the ability to prioritise tasks.
- Proficiency in IT and Microsoft Office applications
- Understanding of children's safeguarding principles and health and safety issues related to training.

### **Experience**

- Post-registration clinical experience in a paediatric critical care and/or HDU settings.
- Experience in teaching and assessing.
- Ability to develop teaching and training packages.
- Experience of involvement in educational initiatives.
- Experience in leading teams and supporting staff development.
- Participation in multi-disciplinary teaching sessions and clinical audits

### **Personal Qualities**

- Motivated self starter able to motivate others
- Strong interpersonal skills
- Strong presentation skills
- Effective communicator both orally and on paper
- Well-developed influencing skills across hierarchies and disciplines
- Good management skills
- Ability to act and ensure delivery
- Responsive and flexible attitude and approach

### **Trust Organisational Expectations**

The post holder will:

- 1 Proactively and positively contribute to the successful overall performance of the Trust.
- 2 Deliver excellent levels of customer service to all patients/visitors and staff at the Trust.
- 3 Develop effective ways of working and create strong partnerships and relationships with all stakeholders to support the implementation of the Government's policies on Health.
- 4 Develop an organisational culture that fosters collaborative working among all staff groups, to ensure a focused commitment to delivering quality services and outcomes.
- 5 Act as an advocate for the Trust & its contribution to the Health Service arena through creating effective partnerships and relationships with internal and external stakeholders.
- 6 Comply with corporate governance structure in keeping with the principles and standards set out by the Trust.

- 7 Support the Trust culture of collaborative, flexible cross-team working and commitment to delivering quality services and outcomes, which support the Government's policies on public health
- 8 If your employment is to a post that requires you to be registered with a professional body, the continuation of your employment is conditional upon you continuing to be registered with the appropriate professional body. The Trust will require evidence of current registration.
- 9 In compliance with the Trust's practices and procedures associated with the control of infection, you are required to:
- 10 Adhere to Trust Infection Control Policies assuring compliance with all defined infection control standards at all times.
- 11 Conduct hand hygiene in accordance with Trust policy, challenging those around you that do not.
- 12 Challenge poor practice that could lead to the transmission of infection.

### **Shared Core Functions**

1. Proactively and positively contribute to the achievement of deliverables through individual and team effort. Manage the departmental/ward activities and control risks,
2. Support team members to deliver on their functionally relevant objectives through offering advice, guidance and support as appropriate.
3. Ensure that approved budgets are managed effectively and in accordance with agreed procedures
4. Liaison with other health care professionals and related functions to ensure that work is neither overlooked nor duplicated, building and sustaining effective communications with other roles involved in the shared services as required.
5. Maintain and continuously improve specialist knowledge in an aspect of Health Service which significantly contributes to the Trust's stated objectives & aims and for that specialty
6. Establish and maintain strategic links with a range of external partners/stakeholders or manage the links made through the team. Engage with external partners/stakeholders to gain their necessary level of contribution & commitment to the successful delivery of your work.
7. Undertake evidence-based practice for either developments relating to Trust work or opportunities for Trust involvement around health issues
8. Increase the level of knowledge & skills within the Trust through documenting key learning and supporting others to develop their professional abilities.

9. Dissemination of knowledge through engagement in report writing, and reviewing, taking full responsibility for clinical accuracy and reliability and being sensitive to the wider implications of that dissemination.

10. Ensure that expertise is seen as a resource within and outside the Trust and form working partnerships with other key stakeholders and health and social care service providers

### **Working Together For Patients with Compassion as One Team Always Improving**

**Strategic approach** (clarity on objectives, clear on expectations)

**Relationship building** (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

**Personal credibility** (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

**Passion to succeed** (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

**Harness performance through teams** (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff , respect diversity)

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Job holders are required to act in such a way that at all times the health and well being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition all staff are expected to complete essential/mandatory training in this area.

#### **Other**

Job Holders are required to:

1. Maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff development and training.
2. Always keep requirements in mind and seek out to improve, including achieving customer service performance targets.
3. Adhere to Trust policies and procedures, e.g. Health and Safety at Work, Equal Opportunities, and No Smoking.
4. Act in such a way that at all times the health and well being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition all staff are expected to complete essential/mandatory training in this area.
5. Respect the confidentiality of all matters that they may learn relating to their employment and other members of staff. All staff are expected to respect the requirements of the Data Protection Act 1998.

This job description does not purport to cover all aspects of the job holder's duties but is intended to be indicative of the main areas of responsibility

