

Senior Practice Educator - Band 7 Speech and Language Therapist

Title: Senior Practice Educator

Band: Band 7

Staff Group: Speech and Language Therapist - Allied Health Professional

Reports to: Departmental Lead

Job Summary:

- Ensure that the clinical education and development needs of the Care Group workforce are identified and addressed.
- Assist with development of the Trust education strategy and ensure its implementation in the Division.
- To lead and continue responding to Trust wide projects, initiatives and key drivers for example patient safety initiatives to support teams and individuals to develop themselves and enhance their practice.
- Lead on ensuring all clinical staff receive induction, orientation and ongoing professional development as required.
- Work with designated Care Group Matron or Departmental Lead to regularly review the training/educational requirements of staff.
- Work in collaboration with the Matron for Practice Education to evaluate education delivery both in your area and across the wider Trust.
- Undertake line management responsibilities for practice educators within Care Group / Division.

Key Responsibilities:

Clinical/Professional

- Lead and set high standards of professional education and maintain the delivery of quality training as part of the standards set within Organisational Development and Trust standards.
- Implement the Trust 'values and beliefs' ensuring they are embedded into everyday practice and education programmes.
- Provide strong professional leadership to staff within the Division. Lead and motivate staff by giving clear direction and setting achievable objectives.
- Continuing responsibility for the evaluation of training, the development, implementation, and evaluation of the portfolio of education and training provided.
- Ensure that education supports the patient safety agenda.
- Act as an effective professional role model.
- Explore opportunities to development and collaborate in quality improvement, particularly where education is identified as a key component.
- Promote innovation within education, exploring the wider use of Technology Enhanced Learning and blended learning approaches into training.
- Lead the team in different ways, by supporting and mentoring junior colleagues.
- Maintain and continually develop in-depth specialist knowledge of practice relevant to education delivery.
- Ensuring education meets the clinical priorities of the organisation.

Management/Leadership

- At all times, have an overall view of the portfolio and programme of education within the workstream of the team, ensuring that delivery and planning of training is managed effectively.
- Act as a coach/mentor to facilitate clinical and leadership development
- Succession plan for future posts and use Talent Management skills to identify key staff for further development.
- Promote the health and well-being of staff, and service users within the wider team.
- Comply and promote compliance with Trust policies and guidelines e.g., Health and Safety, Clinical Risk, and Infection Control.
- If line management responsibilities, you will be required to have an overview of the department pay and non-pay budgets to ensure good housekeeping and economic use of resources for example Health Roster.
- Work closely with partners i.e., Engie, resolving any issues regarding cleanliness and maintenance of the environment. Ensure staff are aware how to escalate when issues cannot be resolved.
- Attend relevant meetings locally, regionally, and nationally as required.
- Line manages a defined group of practice educators within the Care Group / Division.
- Work with the appropriate staff to ensure the provision of an effective learning environment for all learners.
- Co-ordinate and deploy the defined group of educators within the Division to provide appropriate education and training.

Research and Education

Research

- Showcase the department nationally and internationally by attendance and presentation at conferences and exhibitions of education initiatives or quality improvement project undertaken.
- Develop a research culture within education to identify current knowledge and deliver evidence-based care. Support in the development or provision of local research within education, actively contributing to specific research projects including the collection and assimilation of data to influence the design of programmes.

Education

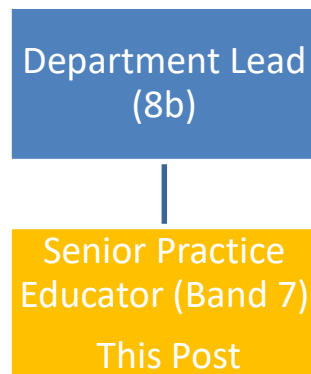
- Ensure education that is delivered reflects agreed quality metrics, patient outcomes, key performance indicators and safety learning events.
- Play an integral part in advising on education required for the development of new roles.
- Develop programmes of education in conjunction with the professional education team that enhance the expertise and skills of staff in the clinical areas.
- Work with the Matron and or designated lead to plan and co-ordinate the annual training needs analysis for the Care Group / Division.
- Provide education expertise when reviewing practice and workforce developments.
- Establish and maintain links with local colleges and universities as well as learning and development to ensure current awareness of pre-registration training, essential skills training, and clinical skills training.
- Provide career advice and guidance for staff as appropriate.
- Work in partnership with the professional education team to plan and co-ordinate supervisors/assessors within the Division to maximise placement capacity for learners.
- Co-ordinate the delivery of Divisional education and development requirements.
- Develop and facilitate the use of a range of teaching methodologies and maintain accurate training records.
- Work with colleagues to plan, develop and facilitate comprehensive local induction programmes to meet the needs of clinical staff.
- Lead/participate in the bi-annual learning environment audits in collaborate with the Higher Education Institutions and Professional Education team.
- Monitor successful completion of the continuing professional development programmes evaluating the impact and success.
- Review placement evaluations and assist in the development and monitoring of any action plans.

- Ensure teaching standards are maintained by the development of lesson plans and learning outcomes.
- Build collaborative working relationships with the practice education team to enhance the delivery of education across the Trust.
- Participate in peer review of education delivery across the Care Group and Division.

Communication and Working Relations

- Communicate highly sensitive and complex information with empathy ensuring that information is understood.
- Communicating and co-operating with other departments and external partners, promoting, and maintaining good working relationships within own area and across the Organisation
- Develop expertise in dealing with interpersonal conflict and be responsible for the resolution of any adverse situation/incidents. Comply and promote compliance to Trust policies e.g., Harassment and Bullying.

Organisational Chart



Person Specification

Qualifications

Essential

- Current registration with either the NMC or HCPC
- BSc Degree in relevant field (**Desirable** - Master's degree or evidence of working towards)
- Demonstrable experience as a Band 6 within speciality
- Evidence of on-going professional development with post reg qualifications within specialism
- Recognised teaching qualification with demonstratable experience
- Mentorship, supervision and assessment qualification with experience of supporting learners in practice
- Management / leadership course or qualification

Desirable

- Masters' qualification

Skills and Knowledge

- Essential specialist clinical knowledge and up to date experience and competence to work in an acute clinical environment.

- Ability to manage and co-ordinate the creation of new training materials and courses based on sound analysis of training needs and evaluation.
- Able to establish credibility and effective working relationships with a range of staff.
- Able to lead and work as a team, managing and motivating others e.g. faculty and administration staff.
- Able to deliver training in a clinical and Non-Clinical environment with an understanding of risk management and clinical governance.
- Possess advanced computer skills which enable the use of electronic blended learning tools.
- Excellent analytical problem-solving skills for all aspects of training.
- Excellent communication and facilitation
- Excellent influencing and negotiation skills, able to influence course leads and stakeholders
- Customer focused and able to create, build and maintain relationships at all levels.
- Excellent organisational and time management skills with ability to use initiative.
- Knowledge and experience of implementing health and safety policies within the workplace, including COSH, Manual Handling and Infection Control.
- Understanding of the principles and application of effective budgetary management.
- Understanding of the principles and application of effective staff / HR management
- Understanding of the theory and application of Clinical Governance.
- Demonstrable experience of effective management and supervision of staff and taking charge of ward /unit
- Managing resources and contributing to departmental budget
- Evidence of developing policy, guidelines and managing resources

Experience

- Experience in delivering Education.
- Experience of leading a team.
- Experience of undertaking programme evaluation and audit.
- Experience of collecting and evaluating data.
- Experience of acting as a mentor/ clinical supervisor

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)

Job holders are required to act in such a way that at all times the health and wellbeing 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.

Print Name:

Date:

Signature: