



UNION JOB DESCRIPTION

JD1031

JOB TITLE:	Clinical Nurse Educator	JOB DESCRIPTION NO.:	80022
CLASSIFICATION:	Educational Activities - Profile Classification - Level 4	GRID/PAY LEVEL:	NL4
COLLECTIVE AGREEMENT:	Nurses Bargaining Association	HSCIS NO.:	22002
UNION:	BCNU	JOB/CLASS CODE:	SI: 80022; CNI: 22002
PROGRAM/DEPARTMENT:	As Assigned	BENCHMARKS (If Applicable):	
REPORTING TO:	Manager or designate		
FACILITY/SITE:	Various VIHA South, Central and North Island Sites		

JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority (Island Health), patient safety is a priority and a responsibility shared by everyone; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

Reporting to the Manager or designate, the Clinical Nurse Educator supports and facilitates staff nurses throughout Island Health (regional positions), or within an assigned clinical program or service area, to attain excellence in nursing practice through the development, provision and evaluation of clinical nursing strategies, education and clinical resources. Applies a broad knowledge base of the healthcare environment, the science and art of nursing, educational theory and models, program/curriculum development and evaluation, organizational, teams and systems development, planned change, process consultation and research utilization to provide role modeling, leadership and consultation and to promote a positive learning culture and advance professional nursing practice.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Assesses and Plans Nursing Practice:

- Designs educational strategies to support and change practice;
- Assesses the learning needs of nursing staff and plans educational experiences and programs; and
- Analyzes trends that affect educational programming and incorporates findings

2. Provides educational experiences and programs and facilitates processes to:

- Support nursing staff during organizational and professional change in clinical practice.
- Enable nursing staff to meet their competency needs
- Integrate legislative standards into professional nursing practice
- Provides role modeling, coaching, and mentoring in continuing education, professional development/career planning for nurses
- Provides clinical support to the Clinical Nurse Leader in recruitment and selection of nursing staff
- Provides learning opportunities for professional visitors, interdisciplinary staff and students related to nursing practice

3. Develops evaluation processes for educational programs and activities and integrates relevant current methods and tools to measure unit/program/nursing/organizational and patient care outcomes. Evaluates the effectiveness of educational experiences and programs to meet the learning needs in defined areas; and measures outcomes as they relate to educational programming and activities.

4. Collaborates within VIHA to establish and provide standards of care:

- Provides knowledge, skills and leadership in the development and evaluation of practice standards/guidelines;
- Supports the Practice Governance Model, acts as resource to Practice Council/Committees, and assists with the development of policies and procedures
- Provides consultation on program development and evidence-based education practice to individuals, programs and the organization
- Consults with unit Clinical Nurse Leader on performance issues and recommends relevant educational strategies
- Collaborates with academic partners and coordinates experiences for nursing and other health care students.

5. Integrates evidence-based practice into educational programs and activities reflecting current issues and trends; and develops and conducts research in Continuing Education and Staff Development and incorporates findings.

6. Provides leadership in Education and Nursing Clinical Practice:

- Acts as change agent at practice, organizational, professional, and legislative levels;
- Shares educational and nursing expertise through publication, conference presentations; facilitates group dynamics and team building;
- Provides leadership, education and clinical support to the department/unit on corporate initiatives such as quality and patient safety, infection control, clinical ethics, etc.
- Takes the lead in providing mentorship, training and orientation to undergraduate and new graduate Nurses, and liaises with educational institutions and facilitates student placements for their department/unit.
- Participates in unit/program/nursing and/or organizational Quality management programs;
- Provides leadership to the internal and external community in nursing and education.

QUALIFICATIONS:

Education, Training And Experience

Graduation from a recognized nursing program or evidence of an equivalent combination of education, training and experience. Registration with BC College of Nurses and Midwives as a practicing RN registrant. Three to five years' recent related experience, including two years' relevant clinical experience. Valid BC Driver's License.

Skills And Abilities

- Ability to develop educational strategies and programs.
- Ability to teach.
- Knowledge of adult education and learning principles and ability to integrate into programs and strategies.
- Ability to function independently and collaboratively within a team and demonstrate strong leadership abilities.
- Effective oral and written communication skills.
- Effective interpersonal and facilitation skills.
- Ability to organize, plan, and prioritize.
- Analytical and decision-making skills.
- Computer skills, including the ability to use MS Office and other related computer technology.

- A sound understanding of current and future nursing and health care issues and the potential impact on nursing education and clinical practice.
- Ability to operate related equipment.
- Physical ability to perform the duties of the position.