UNION JOB DESCRIPTION

JD1954

JOB TITLE:	Clinical Nurse Educator - Primary Care	**JOB DESCRIPTION NO.:**	80242
CLASSIFICATION:	Educational Activities - Profile Classification - Level 4	**GRID/PAY LEVEL:**	NL4
COLLECTIVE AGREEMENT:	Nurses Bargaining Association	**HSCIS NO.:**	22002
UNION:	BCNU	**JOB/CLASS CODE:**	80299
PROGRAM/DEPARTMENT:	Primary Care Strategy	**BENCHMARKS (If Applicable):**	
REPORTING TO:	Project Director, Primary Care Strategy		
FACILITY/SITE:	VIHA - SI/CI/NI		

JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority (Island Health) patient and staff 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.

Supports and facilitates Primary Care staff throughout Island Health to attain excellence in clinical practice through the development, provision and evaluation of clinical strategies, education and clinical resources relevant to nursing practice in primary care. Supports Nurses working in a range of settings including Patient Medical Homes, Urgent and Primary Care Centres, Nurse Practitioner Clinics, and other primary care service models. Collaborates with colleagues in other disciplines to ensure appropriate primary care clinical practice development.

Applies a broad knowledge base of the health care environment, the science and art of nursing care, 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 practice.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Assesses and Plans Nursing Clinical Practice within primary care:
   - Designs educational strategies to support and change practice.
   - Assesses the learning needs of primary care staff and plans educational experiences and programs
   - Analyzes trends that affect educational programming and incorporates findings
2. Provides educational experiences and programs and facilitates processes to:
   - Support primary care staff during organizational and professional change in clinical practice.
   - Enable primary care staff to meet their competency requirements
   - Integrate legislative standards into professional practice
   - Provide role modeling, coaching, and mentoring in continuing education, professional development/career planning for primary care nurses
   - Provide clinical support to primary care Mangers/Leaders in recruitment and selection of primary care nursing staff

- Provide learning opportunities for professional visitors, interdisciplinary staff and students related to primary care practice

3. Develops evaluation processes for educational programs and activities and integrates relevant current methods and tools to measure program/clinical/organizational and client 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 evidenced-based education practice to individuals, Programs and the organization
- Consults with Leaders/Managers on performance issues and recommends relevant educational strategies

5. Integrates evidenced-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 Clinical Practice:

- Acts as change agent at practice, organizational, professional, and legislative levels.
- Shares educational and clinical 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.
- Participates in unit/program/clinical and/or organizational Quality Management programs
- Provides leadership to the internal and external community in primary care nursing practice and education.

7. Performs other related duties as required.

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 for nurses and allied professionals in primary care.
- 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 primary care nursing clinical and health care issues and the potential impact on professional education and clinical practice.
- Ability to operate related equipment.
- Physical ability to perform the duties of the position.