UNION JOB DESCRIPTION

JD4835

JOB TITLE:	RN/RPN Clinical Nurse Mentor	**JOB DESCRIPTION NO.:**	4835
CLASSIFICATION:	MOU Level 4 (as per Appendix PP and QQ of the 2019-2022 Nurses' Provincial Collective Agreement)	**GRID/PAY LEVEL:**	NL4
COLLECTIVE AGREEMENT:	Nurses Bargaining Association	**HSCIS NO.:**	22300
UNION:	BCNU	**JOB/CLASS CODE:**	80323
PROGRAM/DEPARTMENT:	Professional Practice & Learning	**BENCHMARKS (If Applicable):**	
REPORTING TO:	Manager (or designate)		
FACILITY/SITE:	SI: Royal Jubilee Hospital (RJH); Victoria General Hospital (VGH); Saanich Peninsula Hospital (SPH); Lady Minto Hospital (LMH); CINI: Port McNeill (PMH); North Island Hospital, Campbell River and District (CRG); Comox Valley Hospital (CVH); Port Hardy Hospital (PHH); Nanaimo Regional General Hospital (NRGH); Cowichan District Hospital (Quw'utsun Valley Hospital) (CDH); West Coast General Hospital (WCGH)		

JOB SUMMARY:

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

Reporting to a Manager (or designate) in Professional Practice & Learning, the Clinical Mentor role functions as an experienced clinical mentor, resource, and champion in the delivery of excellent client care to nurses and other team members. Working in conjunction with nurse educators, provides rapid elbow-to-elbow clinical mentorship and practice support for nursing staff. Utilizes experience and clinical skills to function as a clinical resource to formally advise other nursing staff in nursing practice, provides clinical instruction and supports staff training and development. Takes on a leadership role in performing functions such as mentoring staff to support skills development, and supporting clinical practice initiatives.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Collaborates with interprofessional team leaders to establish priorities for nurse and team learning. Priorities are based on assessments of individual and team learning needs through discussion with team members and in consultation with clinical educators by observing activities; determining required resources and learning opportunities; and analyzing information such as competency assessment, practice changes and quality improvement initiatives to determine and deliver effective learning and mentoring support.

2. Facilitates staff learning and development by role modeling best practice nursing skills and related competencies. Promotes skill development and clinical decision making, answering questions related to client care and assisting with problem-solving. Observes staff as they are performing client care, intervening as necessary to demonstrate appropriate provision of care. Provides feedback to ensure care is provided according to program standards, standards of practice and clinical practice guidelines.

3. Provides clinical guidance, support and on the job learning experiences for nurses in the application of nursing processes and practice standards; observes and evaluates clinical practice to identify training and development opportunities.

4. Collaborates with and supports clinical education by contributing to the determination of skill development priorities for staff. Supports preceptors/preceptees and mentors/mentees using teaching and learning principles as required.

5. Demonstrates knowledge, skills, and experience, and provides continuous mentoring and coaching to facilitate performance improvement. Provides feedback and assists nursing staff with critical thinking when clients/patients experience variances to clinical guidelines/pathways. Discusses clients/patients problems and needs; plans and prioritizes nursing interventions, implements and evaluates interventions.

6. Provides leadership in continuous quality improvement activities by utilizing evidence informed research to promote client/patient care based on best practice.

7. Ensures a safe and healthy workplace for clients/patients and staff through methods such as effective promotion and monitoring of safe work practices and enforcement of health and safety requirements. Reports unsafe situations; investigates and takes corrective action and/or notifies appropriate personnel.

8. Performs other related duties as assigned.

QUALIFICATIONS:

Education, Training And Experience

Current practicing registration as a Registered Nurse or Registered Psychiatric Nurse with the BC College of Nurses and Midwives (BCCNM). Three (3) years recent, related nursing experience in the designated clinical practice area(s) including experience mentoring nursing staff as well as leadership training or an equivalent combination of education, training and experience. Valid BC Driver's License and access to personal vehicle may be required.

Skills And Abilities

- Demonstrated ability to provide clinical mentorship and clinical practice support.
- Demonstrated knowledge of nursing theory and practice within a client/family centered model of care
- Demonstrated ability to provide consultation, direction and leadership.
- Demonstrated ability to teach, demonstrate, facilitate, mentor and coach.
- Demonstrated knowledge of adult learning principles.
- Demonstrated ability to work independently and in collaboration with others.
- Knowledge of relevant clinical practice standards/guidelines and care pathways.
- Knowledge of other health care disciplines and their role in client/patient care.
- Demonstrated ability to effectively plan, organize and prioritize work.
- Demonstrated ability to effectively communicate in writing and verbally on a one to one basis and/or group setting.
- Demonstrated ability to guide and/or deal with others in resolution of conflict issues.
- Demonstrated ability to adjust to new or unexpected events.
- Demonstrated ability to use critical thinking skills in the approach to patient/client/resident care.
- Demonstrated ability to lead change and support staff through transition.
- Demonstrated skill in the application of techniques appropriate to the assessment and treatment of designated client population utilizing best available evidence informed practice.
- Demonstrated ability to promote a supportive, creative learning environment and engage in continuous quality improvement.
- Demonstrated skill in CPR techniques.
- Demonstrated ability to operate a computerized client/patient care information system as well as applicable word processing, spreadsheet and database software applications.

- Ability to operate related equipment.
- Demonstrated physical ability to perform the duties of the position.