



## UNION JOB DESCRIPTION

JD5435

<b>JOB TITLE:</b>	Clinical Educator	<b>JOB DESCRIPTION NO.:</b>	5435
<b>CLASSIFICATION:</b>	Disciplines Allied to Social Work P2BE - Education	<b>GRID/PAY LEVEL:</b>	H-I-P2E
<b>COLLECTIVE AGREEMENT:</b>	Health Science Professionals	<b>HSCIS NO.:</b>	50004
<b>UNION:</b>	BCGEU	<b>JOB/CLASS CODE:</b>	50004
<b>PROGRAM/DEPARTMENT:</b>	Mental Health and Substance Use; Population and Public Health	<b>BENCHMARKS (If Applicable):</b>	
<b>REPORTING TO:</b>	Manager		
<b>FACILITY/SITE:</b>	VIHA South, Central and North Island Health Services Delivery Area		

### 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, the Clinical Educator supports and facilitates program staff throughout assigned services areas within Island Health to attain excellence in clinical practice through the development, provision and evaluation of clinical strategies, education and clinical resources. Applies a broad knowledge base of the health care environment, the science and art of mental health and substance use 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 trauma informed, learning culture and advance professional practice.

Travel may be a requirement of this position. Transportation arrangements must meet the operational requirements of the Vancouver Island Health Authority in accordance with the service assignment and may require the use of a personal vehicle.

### TYPICAL DUTIES AND RESPONSIBILITIES:

1. Assesses and plans program clinical practice:
  - Designs educational strategies to support and change practice.
  - Assesses the learning needs of program 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 program staff during organizational and professional change in clinical practice.
  - Enable program staff to meet their competency needs.
  - Integrate legislative standards into professional practice.
  - Provides role modeling, coaching, and mentoring in continuing education, professional development/career planning for mental health clinicians.
  - Provides clinical support to Program Coordinators in recruitment and selection of staff.

- Provides learning opportunities for professional visitors, interdisciplinary staff and students related to program practice.
- Develops evaluation processes for educational programs and activities and integrates relevant current methods and tools to measure unit/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.

### 3. Collaborates within Island Health to establish and provide standards of care:

- Provides knowledge, skills and leadership in the development and evaluation of practice standards including Recovery Oriented Practice, Trauma Informed Practice, and Family Engagement.
- 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.
- 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.

### 4. 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 for unit/program/clinical and/or organizational (Performance Management, Accreditation) projects, initiatives and system changes.
- Participates in unit/program/clinical and/or organizational Quality Management programs.
- Provides leadership to the internal and external community in mental health clinical practice and education.

## **QUALIFICATIONS:**

### **Education, Training And Experience**

- Masters Degree in a related health discipline from an approved post-secondary institution.
- Five years' recent related experience, including two years relevant clinical experience.
- An equivalent Combination of training and experience will be considered.
- Eligible for current Registration with the Professional Practice Body of the discipline.
- Valid BC Driver's license.

### **Skills And Abilities**

- Ability to develop and facilitate educational strategies and programs for people providing clinical services.
- 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 mental health clinical and health care issues and the potential impact on professional education and clinical practice.