

Position Description | Clinical Nurse Educator

REPORTING	
Reports To	Quality Manager
Direct Reports	None
Responsible For	All clinical staff within: <ul style="list-style-type: none"> a) Ward and Admission environment; or b) Theatre, PACU and CSSD environment

PURPOSE
<p>To provide clinical expertise to the clinical staff to meet service requirements and maintain professional standards. Develop clinical staff's professional practice to deliver a quality nursing care. Improve standard of nursing care through preparation of nurses for practice developments, updating reference resources, challenging and coaching, role modelling practice excellence and auditing learning and practice outcomes. To keep up to date records and maintain clinical staffs mandatory learning requirements.</p>

SKILLS	
Essential Skills	Highly Desirable Skills
<ul style="list-style-type: none"> • Exceptional knowledge in the clinical environment. • Minimum of 3 years' experience in Surgical Nursing or Operating Theatres. • Good interpersonal and communication skills. • Computer literate. • Proven clinical mentoring and teaching abilities. • Ability to demonstrate a high level of nursing care. • Have a proactive, positive attitude. 	<ul style="list-style-type: none"> • Expert PDRP or working towards an expert level. • Previous Clinical Nurse Educator experience. • Postgraduate in health professional education.

KEY RELATIONSHIPS	
Internal	<ul style="list-style-type: none"> • Clinical Team • Purchasing Officer • Support Services Team • Buildings & Facilities Manager • Maintenance Coordinator
External	<ul style="list-style-type: none"> • Surgeons and their PA's • Anaesthetists • Physiotherapists • Equipment and medical supply representatives • Te Whatu Ora (Health NZ) - Te Tai Tokerau • Patients and their Family/Whānau

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KEY ACCOUNTABILITIES

<p>Professional Leadership</p>	<ul style="list-style-type: none"> • Works clinically to role model and support evidence-based practice. • Works closely with senior staff to identify learning needs and plan to progress staff from competent to proficient and expert in specialty practice. • Demonstrates willingness to participate as a member of the senior nursing team and implement clinical evidence-based practice initiatives. • Participates in professional discussions in order to influence development of the profession and services. • Works alongside nurses and role models good nursing practice to assess competence. <ul style="list-style-type: none"> ○ Demonstrates responsibility for ensuring professional practice and conduct meets the standards of the professional, ethical and relevant legislated requirements. ○ Role models the application of policies, procedures and professional standards of practice. ○ Has a reputation of proficient practice. Works clinically each week alongside nurses in the service providing skilled nursing care. ○ Coaching provided to staff stimulating critical thinking.
<p>Education Programmes</p>	<ul style="list-style-type: none"> • Develops and delivers education programmes to prepare nurses and others to meet clinical care needs, service requirements, technological advances and clinical safety priorities across the service. <ul style="list-style-type: none"> ○ Assists with development of any annual mandatory education programmes. ○ Assist with development of learning programs that are designed to deliver and reflect the strategic direction of the service and future practice expectations. ○ Develops learning programmes to advance practice from competent to proficient and expert. ○ Innovative, flexible learning models used to meet the needs of the nurses at different levels of practice. ○ Works with other nurse educator in the hospital to lead practice changes. ○ Facilitates staff learning to apply the principles of the Treaty of Waitangi/Te Tiriti o Waitangi to nursing practice. ○ Maintains records of staff attendance at training and provides reports as needed. ○ Develop a new to practice programme for new graduates joining the clinical team if any. ○ Work alongside senior nursing staff and preceptors to orientate and develop the nursing staff. ○ Assist senior nurses with staff orientation of new staff and students rotating in the facility. ○ Contributes to most certification processes.

<p>Documentation and Resources</p>	<ul style="list-style-type: none"> • Prepares policies, procedures, clinical work instructions and clinical resources. <ul style="list-style-type: none"> ○ Prepares resources to assist nurses with learning and for reference to achieve safe practice, especially with new services and new technology. Policies, procedures and resources developed for staff utilisation are evidence-based, contemporary and produced to the highest standard. ○ Introduction of new technology in collaboration with senior nursing team, supported by well researched, benchmarked training and referenced materials. ○ Reviews orientation programmes in conjunction with the department coordinator. ○ Facilitates resources that have multi-disciplinary team input and are used by the team.
<p>Audits</p>	<ul style="list-style-type: none"> • Assist with audits the effectiveness of the learning and safety of clinical implementation. <ul style="list-style-type: none"> ○ Participates in audits providing resources and assistance. ○ Participates in change processes arising from incident review, assisting with education and staff coaching. ○ Contributes to continuous quality improvement to achieve care of the highest standard possible.
<p>Quality</p>	<ul style="list-style-type: none"> • Supports quality improvement initiatives. <ul style="list-style-type: none"> ○ Leads and advocates for continuous improvement and quality within the team. ○ Assists the Quality Manager with projects as required.
<p>Interdisciplinary Healthcare</p>	<ul style="list-style-type: none"> • Contributes to interdisciplinary healthcare using professional knowledge and effective interpersonal relationships. <ul style="list-style-type: none"> ○ Communicates effectively with clients and members of the healthcare team. ○ Communicates to a wide range of people using reports, meetings and forums. Clear, formal and informal communication at all levels, using a professional, diplomatic and concise approach including oral and written communication. ○ A non-confrontation approach and an ability to open up communication lines so that issues can be addressed. ○ Advises on professional nursing practice issues to enhance practice effectiveness and safe clinical outcomes. This includes portfolio assessment and representation on external advisory groups.
<p>Health and Safety</p>	<ul style="list-style-type: none"> • Maintain a safe and appropriate work environment, engage in safe workplace practices, and manage health and safety for reporting staff and others. Report accidents, risks and incidents as they arise.

General	<ul style="list-style-type: none"> • Actively seeks learning opportunities to ensure knowledge and skills are continually evolving in line with current best practice. • Upholds and promotes the Company values, house rules, policies and procedures. • Recognises and respects cultural differences and the application of Te Tiriti o Waitangi principles with the intent of enabling access and improving health outcomes for Māori and Pacific Island patients, and increasing cultural diversity within our workforce. • Ensure compliance with the Privacy Act and Privacy policy. • Be proactive in recommending quality improvement initiatives.
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DELEGATED AUTHORITIES

- None

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