

Job Description

Clinical Educator

1. Job Purpose

As the Clinical Educator, you will lead on the delivery of the design, delivery, and evaluation of a comprehensive clinical education and training work plan for North Yorkshire Hospice Care in addition to providing an external training offer. Your role is to cultivate a highly skilled and accountable workforce, ensuring all internal clinical services provide an exceptional standard of patient care and that we strengthen external services knowledge and ability to provide quality care, collaboratively and with enthusiasm. As a senior member of Training and Development Team, you will act as a role model, aligning educational initiatives with organisational strategy and regulatory standards.

2. Key Tasks

- To support all clinical employees of NYHC in their training to ensure services deliver an excellent standard of patient care.
- To work with the direction of Line Manager and the Leadership Team in supporting the delivery of NYHC strategy and contributing to development aspirations where required. To uphold the values and required behaviours of NYHC as a senior staff member and role model.
- To work closely with the Senior Clinical Management Team to plan and deliver the training programme in an efficient and effective way, using innovative and modern methods appropriate to the programme content and flexibly around staff working patterns.
- To be responsible for an identify the need for bespoke training packages for internal training and develop external educational programmes to position NYHC as an excellent training provider.
- Create opportunities for income generation for NYHC through the delivery of external training programmes facilitated by a team of bank and volunteer trainers.
- To Chair and have accountability for the NYHC Training and Development Group as the group responsible to training planning and delivery. Take full accountability for the planning, delivery and quality of all clinical education activity and programmes.
- Contribute and where required lead the collaborative training programmes offered by North Yorkshire Hospices.

- Manage student placements in partnership with the Inpatient unit (IPU) clinical lead, ensuring students achieve their objectives whilst maintaining contractual requirements with universities and training bodies.
- Build and maintain strong relationships with universities and external educational partners to enhance the hospices reputation as a learning environment.
- Lead clinical audits to assess the impact of training on patient outcomes and contribute to the broader governance and quality agenda.
- To maintain safe practices at all times and uphold all the policies and procedures of NYHC.
- To support and work closely with department heads to ensure that the hospice have a workforce appropriately skilled to undertake roles within the in line with CQC recommendations. This will include attending external and internal meetings being a core member of the CQC readiness group. It will also include ensuring that information is available and accessible regarding the training undertaken by the clinical workforce to meet CQC requirements.
- Support and advise the clinical team on the delivery the preceptorship programme, ensuring newly qualified nurses meet all documentation and competency standards.
- To support the IPU clinical lead/community clinical lead in developing lead nurses to manage the clinical skills training and competency assessment for all nurses and HCA's working in NYHC.
- Support NYHC nurses in developing their supervision and assessment skills to foster a culture of continuous peer learning in line with NMC requirements.
- Maintain personal clinical proficiency by attending 'train the trainer' sessions and staying abreast of the latest evidence-based practices in palliative and end of life care.
- Create opportunities for income generation for NYHC through the delivery of external training programmes.

The above is not an exhaustive list of duties and you will be expected to perform different tasks as necessitated by your changing role within the organisation and the overall business objectives of the organisation.

Key results/objectives/measures of success

1. Delivery of a collaborative Specialist Palliative Care Training Programme in collaboration with North Yorkshire Hospices.
2. Delivery of external training programmes.

Overarching responsibilities

- To embed the values of the organisation into your working practices, evidencing this regularly and ensuring this remains a priority.
- To live out our values, which drive all that we do, in the context of your everyday work following our behaviour framework.
- To work in accordance, and fully comply, with our organisational policies and procedures.
- To carry out all duties in accordance with the law, regulations, organisational frameworks, recognised professional guidelines and the have a commitment to FREDIE, integration and collective decision making.

Throughout your time with us we will conduct ongoing employment checks and performance reviews relevant to your role, for example professional registration checks, DBS, appraisals and regular contact meetings.

3. Terms and Conditions

Reports to: Director of Strategic Development

Responsible for: Line Management potential, no immediate responsibilities

Hours: 15 Hours per week

Location: North Yorkshire Hospice Care sites/ Hybrid

4. Person Specification

What is required?	Is it essential or desirable? <i>Essential = E</i> <i>Desirable = D</i>	How is it assessed? <i>Application = A</i> <i>Interview = I</i> <i>Task/Assessment = T</i>
Education/Qualifications		
Registered Nurse (Adult) with an active NMC Pin.	E	
Degree level qualification in Nursing, Health, or Education.	E	
Post graduate qualification in Palliative Care e.g. Diploma, master's degree.	D	
Formal Teaching/Assessing qualification (e.g., PGCE).	D	
Leadership or Management qualification (e.g., ILM).	D	

Advanced Communication Skills training.	D	
Experience		
Significant post-registration experience in a Palliative/End of Life care setting (typically 3–5 years).	E	
Proven experience in designing, delivering, and evaluating clinical training programs.	E	
Experience supervising or mentoring students and newly qualified staff.	E	
Experience in income-generating training or working with external training providers.	D	
History of leading clinical audits or quality improvement projects.	D	
Experience with CQC readiness or inspections.	D	
Experience using Clinical Training Matrixes or gap analysis tools.	D	
Knowledge/Skills		
Up-to-date knowledge of national palliative care policies and best practices.	E	
Excellent clinical and assessment skills.	E	
Skilled in using Microsoft teams or equivalent.	E	
Strong IT Literacy, including proficiency in MS Office (Excel, PowerPoint).	E	
Expert communication and presentation skills, able to engage diverse audiences.	E	
Ability to lead and facilitate multi-disciplinary groups.	E	
Understanding and experience of clinical audit.	E	
Understanding of infection prevention and control issues.	E	
An understanding of the importance of fundraising and role of volunteers in the organization.	E	
Understanding of health and safety.	E	
Project management skills for implementing new clinical initiatives.	D	
Personal Attributes		
High level of emotional resilience and empathy.	E	
Self-motivated and able to work autonomously.	E	

Collaborative "can-do" attitude and strong teamwork ethic.	E	
An understanding and commitment to diversity.	E	
Commitment to continuous professional development of self and others.	E	
Ability to work in an ambassadorial manner externally to the hospice.	E	
Other Requirements		
Full UK Driving Licence and access to a vehicle for business use.	E	
Flexibility to work occasionally outside standard hours to meet staff shift patterns.	E	