

Clinical Skills Facilitator

Department: HCS HE Department

Division: Corporate Nursing and Governance

Reports to: Project Lead – Practice Development, Advanced Practice and Independent Prescribing

Responsible to: Head of Nursing, Midwifery and Allied Health Professional Education

JE Ref.: HCS1265

Grade: CS10

JE Date: 15/12/2023

Job purpose

The Clinical Skills Facilitator is responsible for the delivery of clinical skills teaching, as part of the support for clinical skills training across all professions within Health and Community Services.

Working closely with the Practice Development team, Practice Development Lead and the HCS Higher Education Centre, the Clinical Skills Teacher will support the flexible delivery of simulation and clinical skills training in a safe learning environment within the clinical and classroom settings.

Job specific outcomes

1. Support the education and training of multi-disciplinary groups of staff on core, essential, and job specific clinical skills.
2. Independently teach and facilitate clinical skills to a variety of interprofessional groups (nurses, midwives, AHPs, Doctors, and students in training).
3. Prepare simulation and skills rooms for sessions and courses, ensuring effective use of equipment and consumables.
4. Use initiative, analytical skills and judgement to ensure a quality learning environment is maintained.
5. Promote and adhere to the principles of improving individual skills, lifelong learning and human factors.
6. Support the development and implementation of Clinical Skills as well as Clinical Simulation policy and guidelines.

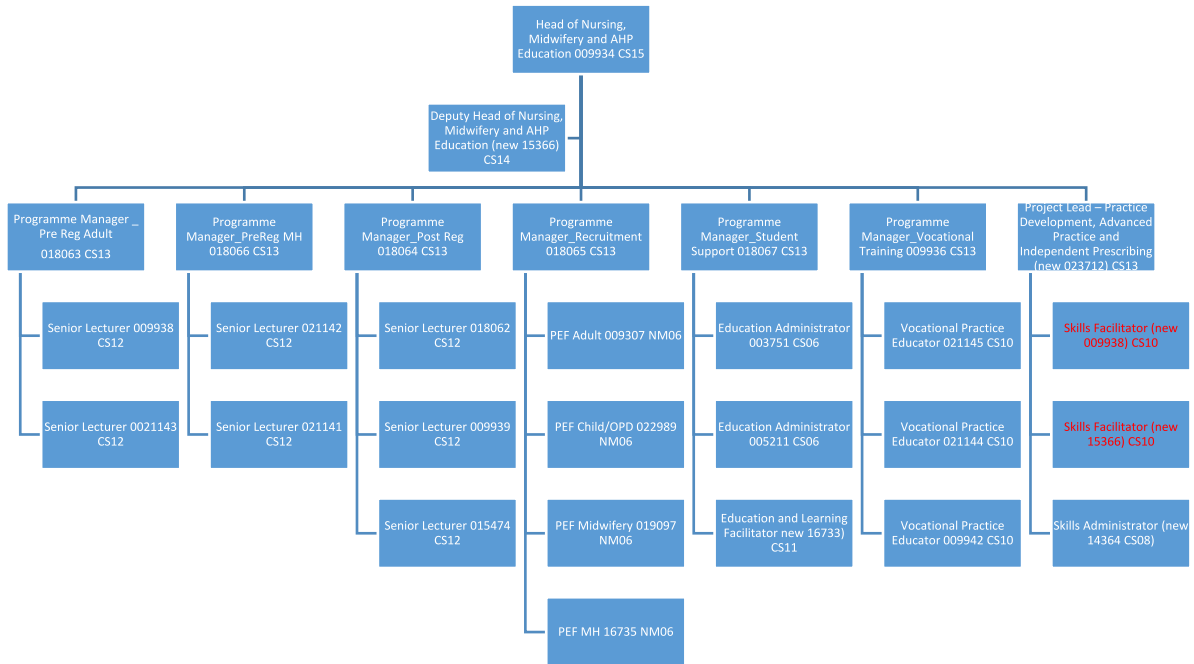
7. Work in partnership with the Practice Education and Practice Development teams to achieve a cohesive and comprehensive approach to clinical education and training across HCS.
8. Continually review training content against evidence-based practice standards and organisational/national initiatives and assist in the introduction of and compliance with any new legislation or guidance relating to clinical skills.
9. Maintain accurate documentation and provide educational statistics and audit evaluation as required.
10. Model high professional standards of care and promote a culture of learning, to provide clinical skills training across HCS.
11. Work in accordance with the principles governed by the professional registry body e.g. Nursing and midwifery Council (NMC) and Health and Care Professions Council (HCPC), and HCS policies and procedures.

Statutory responsibilities

Active engagement, participation, and compliance with any other statutory responsibilities applicable to the role, as amended from time to time.

This role is politically restricted. The job holder is not permitted to undertake political activity involving standing for election to the Government or as a Parish Constable, or publicly supporting someone who is standing for election or playing a public part in any political manner.

Organisation chart



Person Specification

Specific to the role

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>Qualifications</p>	<p>Post-graduate Certificate in Education/Simulation/Clinical Skills or willingness to complete within an agreed time from commencement of post.</p> <p>Bachelor's degree in a health-related subject.</p> <p>Minimum 5 years previous clinical experience.</p> <p>Experience of supporting teaching and learning in the clinical environment.</p> <p>Registered with the NMC or HCPC</p>	<p>Master's degree in a relevant subject.</p>
<p>Knowledge</p>	<p>Clinical knowledge gained from working in a healthcare organisation.</p> <p>Knowledge of quality assurance standards and regulatory body requirements.</p> <p>Evidence and commitment to relevant continuing professional development in accordance with the NMC/HCPC.</p> <p>Possess the analytical ability to continually assess and evaluate education and skills development strategies, reflecting upon and responding to feedback, identifying areas for further development.</p>	

	<p>Knowledge and understanding of current policies and procedures related to clinical skills training.</p> <p>Proven track record of contribution to the development practice in teaching and learning support.</p> <p>Experience of leading evidence-based service improvement and innovation through service/practice development initiatives and scholarly activity.</p> <p>Experience of supporting learners in a variety of settings (clinical and classroom).</p>	
<p>Technical / Work-based Skills</p>	<p>Possess a wide range of information technology skills. i.e., Microsoft Teams, Word, PowerPoint, Excel, Publisher</p> <p>Experience working with Virtual Learning Environments.</p> <p>Ability to engage individuals and motivate and support them to be educationally informed to work to high standards within their role.</p> <p>An ability to support students both academically and pastorally.</p> <p>Demonstrable organisational and administrative skills.</p> <p>Ability to work under pressure and within tight time constraints, whilst remaining calm and able to use initiative to make informed decisions.</p>	

	<p>Excellent communication and presentation skills.</p>	
<p>General Skills/Attributes</p>	<p>Excellent interprofessional and communication skills, demonstrating assertiveness, and ability to build effective professional relationships.</p> <p>Ability to work autonomously, be highly motivated and conscientious and exhibit the capacity for professional decision making.</p> <p>Capacity to engage with and work within clinical and academic teams.</p> <p>Proven leadership skills and ability to be a role model for others. A strong team player who can lead professionally as a role model.</p> <p>Experience and confidence in prioritising and managing own workload.</p> <p>Ability to work flexibly, under pressure and to tight deadlines.</p> <p>Reasoning skills and ability to problem solve.</p> <p>Flexible and adaptable, willing to challenge and innovate.</p> <p>Evidence of change management skills.</p> <p>High level of competence in IT skills and an ability to harness IT as a teaching tool.</p>	

	<p>Willingness to undertake work activities in the evening when necessary and participate in occasional weekend activities as required.</p> <p>Strong relationship building skills.</p> <p>Establish a positive ethos and motivate and inspire learners.</p>	
Experience	<p>Experience of leading teaching and supporting learners.</p> <p>Awareness of learner pastoral needs, wellbeing, and available support services.</p> <p>Experience of providing counselling advice to learners.</p>	
Criteria relating to Safeguarding	<p>Require enhanced DBS</p> <p>Knowledge, understanding and experience of safeguarding.</p> <p>Knowledge, understanding and experience of working with neurodivergent individuals.</p>	Neurodiversity training.

Core Accountabilities, Attributes and Behaviour Indicators

Appointees to this role will be required to adhere to and perform their duties in line with the standards identified in the States of Jersey tier 4 core accountabilities attributes and behaviour indicators.