POSITION DESCRIPTION

Echuca Regional Health

Clinical Nurse Educator – Glanville

Supporting Everyone to be healthy and live well

PURPOSE OF THE ROLE

Echuca Regional Health is a teaching hospital with a strong learning culture committed to supporting the professional development of all our employees and supporting students

Position Details	
Position Title:	Clinical Nurse Educator – Aged Care
Department	Education Department
Reports to:	Director of Education Training & Research
Positions Reporting to this role:	
FTE:	0.3
Budget:	
Enterprise Agreement:	Victorian Public Sector Nurses & Midwives EBA 24-28
Position Classification:	RN 35
Position Description last reviewed:	5/02/2026

Selection Criteria
Essential:
Qualifications: • Experience in Gerontology
• Knowledge of the National Safety & Quality Health Service Standards (NSQHS)
• Demonstrate experience in the design and delivery of clinical education in a supported learning environment
• Experience in preceptorship and clinical supervision
• Team focused with leadership attributes of relationship building and collaboration
• Satisfactory evidence of: National Police check, Working with Children's and Vaccination status in line with policy and procedure
• Expert knowledge of the regulatory framework which govern nursing practice and education
Satisfactory evidence of: National Police check, Working with Children's and Vaccination status in line with policy and procedure
Desirable:
Certificate 1V in Workplace Training and assessment or above Education qualifications
BLS assessor qualifications

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Post Graduate qualifications relative to the role. ie Post Graduate studies in Gerontology, Palliative Care

Key Accountabilities
Design and deliver a comprehensive education program to meet the needs of nurses and nurses completing post graduate qualifications in the Aged Care space
Work collaboratively with the Glanville Unit Manager to identify education and training needs relevant to the department and employ modern, effective, multidisciplinary (where appropriate) education strategies to deliver and evaluate these needs.
Assist in training and assessment of ERH staff to meet the mandatory and non-mandatory learning requirements of ERH staff in conjunction with the education program facilitated by the Education Department
Participate in the orientation of students, graduates, new employees and less experienced staff, in Glanville
Provide clinical teaching for individuals or groups (including undergraduates, graduate and postgraduate nurses) as required.
Identify, support and role model effective clinical preceptorship and supervision in the Department
Facilitate coaching, mentoring and support for clinical nursing staff where appropriate.
Ensure all reporting requirements relevant to the role are completed in a timely manner.
Assist in the development and revision of eLearning modules and other competencybased learning packages as per areas of expertise
Develop personally and professionally through networking and maintaining up to date knowledge on health issues, practices and technology.
Participate in the development and implementation of policies and procedures relating to clinical management and care of patients
Support the Education Department to meet the needs of the ERH Education Department's Strategic Plan

Organisational Responsibilities
Positively promote ERH within and externally to the organisation
Comply with the ERH and Victorian Public Sector Code (VPS) of Conduct
Each employee has a responsibility to comply and promote practices with all ERH policies and procedures and familiarise themselves with those relevant to their position
Comply with relevant registration bodies mandatory continuing professional development requirements
Carry out all work and interactions in alignment with the CARE values
Report all incidents and near misses as soon as possible after the event
Participate in risk management activities and assist with identification and control of risks within their department or area of work
Actively support compliance with the National Safety & Quality Health Service Standards and other professional standards and relevant regulatory requirements

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CARE Values	
All staff are expected to behave in a way that is in alignment with our corporate values:	
Collaboration	Works with a team focus Cooperates with others and gains input and support to assist in achieving objectives We work with others to achieve shared goals
Accountability	Monitors the impact of one's own behaviour on others Supports a "no-blame" culture in reporting incidents and helping to effectively resolve them
Respect	Treats people fairly and openly Treats people with dignity Demonstrates personal standards of consistency, tolerance and patience
Excellence	Consistently supports and follows organisational policies and procedures Actively participates in identifying opportunities to improve what we do

Key Relationships	
Internal	**External**
Undergraduate Education Lead, Graduate Nursing Program Lead, Nursing & Midwifery Education Manager, Professional Development Lead, Director of Education, Training and Research, Executive Director Medical Services, Executive Director Nursing, Nurse Unit Managers, Heads of Department, Clinical Nurse Consultants Glanville , Clinical staff, other members of the Education team	Undergraduate students, Post Graduate students, Universities, TAFE's and other education providers
Key Selection Criteria	
KSC 1 Extensive experience and skill in advanced clinical nursing relevant to Gerontology	
KSC 2 Demonstrated ability to develop, implement and evaluate education /training programs using modern, evidence-based education technique	
KSC 3 Experience designing education programs to address identified areas of clinical risk	
KSC4 Demonstrated experience supporting and developing less experienced colleagues	
KSC5 Demonstrated knowledge and experience in quality improvement processes and activities	

Leadership Capabilities					
The table below indicates the leadership capability levels required. This table will need to be read in conjunction with the ERH Leadership Capability Framework. ✓ **PLEASE USE A TICK ICON TO INDICATE REQUIRED LEVEL**					
Category	**Descriptors**	Foundation	Proficient	Advanced	Highly

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					Advanced
Collaboration	Inspires direction & purpose		✓		
	Turns challenges into opportunities			✓	
	Communicates effectively			✓	
	Builds relationships			✓	
	Works collaboratively			✓	
Accountability	Acts with integrity		✓		
	Demonstrates accountability			✓	
	Drives accountability			✓	
	Manages self		✓		
	Promotes innovation			✓	
Respect	Accessible communicator		✓		
	Values difference		✓		
	Consistently articulates direction		✓		
	Empowers others		✓		
	Respectfully influences		✓		
Excellence	Delivers results			✓	
	Plans and prioritises			✓	
	Thinks and solves problems			✓	
	Consumer focus		✓		
	Innovation change leader		✓		

TERMS & CONDITIONS OF EMPLOYMENT:
Terms and conditions are in accordance with the Letter of Offer and Contract of Employment.

I acknowledge that I have received a copy of this position description. I have read (or have had read to me) and understand the requirements of this position. I agree to work in accordance with this position description.

Signed: Date: / /

Print Name:

cc: Employee File