

Providence Health Care

Holy Family Hospital ♦ Mount Saint Joseph Hospital ♦ St. Paul's Hospital ♦ St. Vincent's Hospitals:
Brock Fahrni Pavilion, Langara ♦ Youville Residence

JOB DESCRIPTION

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|----------------------|----------------|------------------------|---------------|
| TITLE: | Nurse Educator | UNION: | BCNU |
| SITE: | All Sites | RATE: | Level 4 |
| DEPT/PROGRAM: | Nursing | CLASSIFICATION: | Direct Care 2 |
| JD CODE: | 000333 | OCC CODE: | 900261 |

1.0 JOB SUMMARY

Within the context of a patient, client and family centred model of care and, in accordance with the Mission, Vision and Values, and strategic directions of Providence Health Care, promotes a safe, respectful, and civil working environment for patients, residents, families, visitors and staff.

Reporting to the Patient Care Manager and receiving work direction from the Practice Consultant, Education Strategist, incorporates the core concepts of patient and family-centred care (respect, dignity, information sharing, participation, and collaboration) and provides visible, accessible clinical support to the nursing staff by acting as an education resource for staff in the clinical areas. Using specialized theory and knowledge, develops, implements, and evaluates a range of formal/ informal educational programs and learning plans for nursing staff, including individual and group learning assessments and opportunities. Consults, confers and collaborates with others in the promotion of continuous quality improvement, resolution of clinical education issues, and coordination of activities required for progressive educational and clinical practice programs. Takes corrective action with respect to individual and group learning needs as required. Integrates the Canadian Association of Schools of Nursing (CASN) Nursing Informatics Entry-to-Practice Competencies for RNs into professional practice and education.

2.0 QUALIFICATIONS

2.1 Education, Training and Experience

Registration with the BC College of Nursing Professionals as a practicing RN registrant, plus three years recent related nursing experience in the designated clinical area of specialty including one year of experience (or training) in areas such as teaching, leadership, mentoring and preceptoring, facilitating group processes, team building, orientation/education program design, development, implementation and evaluation. Educator Pathway education is preferred.

*For additional qualifications required in specific areas, please see attached information on "Additional Qualifications and Education required for Specific Staff Nurse positions".

****For Nurse Educator vacancies in mental health services and in extended and intermediate care services, positions will be dual posted for Registered Nurse/Registered Psychiatric Nurse with registration with the BC College of Nursing Professionals as a practicing RN or a practicing RPN registrant.**

2.2 Skills and Abilities

- Ability to teach, coach, and provide clinical support.
- Demonstrated knowledge and ability to perform Cardiopulmonary Resuscitation (CPR) procedures appropriate for the area of service.
- Ability to identify learning needs and develop educational programs.
- Ability to provide and/or develop resource materials, including educational materials.
- Ability to demonstrate knowledge of adult education principles.
- Ability to lead a group.
- Ability to work as a member of an interdisciplinary team.
- Ability to apply decision making and analytical skills.
- Ability to communicate effectively both verbally and in writing.
- Ability to role model conflict resolution strategies.
- Ability to prioritize and organize work independently.
- Physical ability to carry out the duties of the position.
- Ability to operate related equipment, including computers.

3.0 DUTIES

- 3.1 Assesses and validates individual and group learning needs, and requests for education programs, by performing duties such as observing activities, discussing clinical issues with team members and/or patients/ residents/ families and analyzing data such as staff competency assessments and growth plans, practice changes, and quality improvement indicators, to determine specific educational requirements.
- 3.2 Plans, develops, implements, and evaluates a range of formal/ informal educational programs and proposals for staff within the clinical area to meet learning needs, in collaboration with the Patient Care Manager, Practice Consultant and other nursing staff. Coordinates and schedules timely educational activities, identifies outcome indicators, and evaluates and revises programs as needed.
- 3.3 Orientates, supports, and coaches staff, preceptors/preceptees in clinical nursing skills and behaviours implementing role modeling, mentoring, and individual and group education/ teaching and learning principles and processes. Develops and implements individual growth plans to address identified staff learning needs by coordinating the development and implementation process with the Patient Care Manager, Practice Consultant, and designated personnel and ensuring there is a growth plan for each staff member. Provides regular updates to the Patient Care Manager on the learning progress of staff.
- 3.4 Facilitates learning by acting as a clinical resource, demonstrating expertise and leadership. Monitors staff progress against the growth plan and modifies / updates plans as needed to support staff's ability for achievement. Implements a variety of teaching/learning strategies that are congruent with the determined growth/ learning plans.
- 3.5 Incorporates established educational standards and ensures education content reflects the most up-to-date, peer-reviewed, evidence-based best practice. Liaises with and provides feedback to other educators to ensure resources are current, relevant, cost effective and coordinated.
- 3.6 Participates in students' clinical experience as required by collaborating with the Patient Care Manager and other team members in the assignment of preceptors to students in conjunction with the unit training program for nurses.
- 3.7 Supports and guides team members in collaboration with peers and others in resolution of moral/ethical patient/resident or team issues and conflict situations by utilizing advanced communication skills and providing educational support.
- 3.8 Reviews policies, procedures, and reference materials and makes recommendations for changes. Updates as approved.

- 3.9 Participates in research activities, quality improvement, and risk management initiatives as required. Reviews literature and developments in practice, technology and equipment to maintain currency, consults with community experts, evaluates clinical practice systems/standards, identifies new theories/ trends/ education programs. Generates recommendations for alternative approaches, follows up on incident reports, conducts safety audits and recommends changes to selected policies, procedures, protocols. Initiates strategies to improve patient/ resident care using principles of continuous quality improvement to promote delivery of high quality educational services.
- 3.10 Promotes the use of research findings into practice by incorporating information into policies, procedures, reference materials, educational materials, and teaching sessions.
- 3.11 Supports nursing practices across the hospital by participating in nursing, hospital wide, and community committees and working groups, designing, implementing, and evaluating hospital wide educational programs. Participates as a member of a teaching group. Teaches other members of the multidisciplinary team as required.
- 3.12 Incorporates CASN Nursing Informatics Entry-to-Practice Competencies such as:
 - Using relevant information and knowledge to support the delivery of evidence-informed patient care.
 - Using Information and Communication Technologies in accordance with professional and regulatory standards and workplace policies.
 - Using information and communication technologies in the delivery of educational materials and to support staff information synthesis in accordance with professional and regulatory standards in the delivery of patient/client care.
- 3.13 Provides input to the Patient Care Manager in the Performance Planning and Coaching process as requested by a staff member and/or Leader.
- 3.14 Documents processes, utilization statistics, maintains records /databases and provides written and verbal reports and feedback as required to demonstrate accountability and to continuously improve the quality of clinical education services.
- 3.15 Provides input and recommendations to the Patient Care Manager regarding physical space, equipment, supplies, and staffing requirements.
- 3.16 Performs other related duties as assigned.

JOB DESCRIPTION APPROVED BY:

 Candy Garossino
 Chief of Professional Practice and Nursing

 Date:

 Compensation/Classification

 Date:

ADDITIONAL QUALIFICATIONS AND EXPERIENCE REQUIRED FOR SPECIFIC STAFF NURSE POSITIONS

Summary of Units

Electrophysiology

Job Description Code# 001615

Experience to include 1 year of recent critical care experience. Completion of critical care nursing course and Certification with Cardiovascular Credentialing International (CCI) as a Registered Cardiac Electrophysiology Specialist (RCES) and/or Certification with the International Board of Heart Rhythm Exam (IBHRE) as a Certified Electrophysiology Specialist (CEPS).