

Position Description

Position title	Clinical Nurse Educator
Department / Division	Banksia Ward
Classification	RPN 4 (NP75-77) Year 1 - 3 Part Time 0.8 EFT, Ongoing
Position reports to	Nurse Unit Manager
No. of direct & indirect reports	n/a
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids.

The Royal Children's Hospital
<p>The Royal Children's Hospital's (RCH) vision is <i>a world where all kids thrive</i>.</p> <p>RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts.</p> <p>RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria. Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of \$850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries.</p> <p>We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards https://www.rch.org.au/quality/child-safety/.</p> <p>RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.</p> <p>Further information on RCH is available at www.rch.org.au</p>

ROLE CONTEXT
<p>The Clinical Nurse Educator (CNE) is a member of the RCH Banksia Ward team and works closely with the RCH Nursing Education team, role modelling and promoting excellence in mental health nursing practice by fostering an environment of positive enquiry and culture of continuous learning.</p>

ROLE PURPOSE
<p>The Clinical Nurse Educator (CNE) is responsible for leading and coordinating education initiatives to enhance the clinical competency, confidence, and professional development of nursing staff. This role ensures the delivery of evidence-based education programs tailored to meet organisational priorities and individual learning needs, contributing to high-quality, safe patient care.</p> <p>The CNE will lead a transition program supporting up to 3 Registered Nurses transitioning from General Nursing to Mental Health Nursing. In addition to this, the CNE role will provide ongoing support to the formation and sustainability of Banksia's Eating Disorder</p>

Program. The CNE fosters a culture of continuous learning, engages in innovation and research, and supports the alignment of clinical practice with the latest evidence, standards and guidelines. The CNE works collaboratively with the Director of Mental Health Nursing, leadership and the education team to ensure the success of education programmes and activities.

KEY ACCOUNTABILITIES

Clinical Practice

- Provide expert clinical guidance and education to ensure evidence-based nursing practices are followed
- Support nurses in complex clinical situations, promoting critical thinking and problem-solving
- Facilitate the orientation of new staff, graduates, and students, ensuring effective integration into clinical settings
- Conduct clinical teaching at the bedside and within simulated environments to reinforce learning
- Collaborate with staff to ensure consistent delivery of high-quality, patient-centered care
- Leads the development, coordination and implementation of programs and educational activities for nurses
- Advanced knowledge of EMR applications and ability to provide EMR education

Optimising Health Systems

- Identify areas for improvement in clinical workflows and contribute to development
- Support the introduction of new technologies, systems, or practices by providing targeted education and training
- Collaborate with multidisciplinary teams to streamline processes and enhance patient outcomes
- Ensure alignment of clinical education initiatives with organisational priorities and operational demands
- Employs advanced skills in data management for timely and measurable reporting of nursing engagement in education and training

Education

- Demonstrates advanced strategic thinking skills when developing, implementing and evaluating education initiatives
- Develop and maintain structured learning pathways for staff at all levels
- Tailor educational content to meet diverse learning needs, incorporating innovative teaching methodologies and technologies
- Facilitate reflective practice sessions, debriefs, and case reviews to promote continuous learning.
- Maintain accurate and up-to-date records of education activities, competencies, and outcomes.
- Leads the coordination of curriculum review and development in conjunction with key stakeholders
- Coordinates and/or teaches theoretical and practical paediatric nursing education within programmes, study day and/or activities
- Develops education and learning opportunities that support the introduction of new skills and technologies in clinical areas and contributes to hospital wide education programs
- Supports and develops collaborative relationships with university partners, other paediatric centres and units to enhance learning and promote excellence in paediatric nursing practice
- Demonstrates a commitment to own professional development, identifying opportunities for learning and creating a plan of action

Research & Innovation

- Promote and integrate evidence-based practice into educational content and clinical settings
- Support staff to engage in research, quality improvement projects, clinical audits and evaluations
- Disseminate research findings and innovations through presentations, publications, or organisational forums
- Evaluate the effectiveness of educational interventions using data and evidence to drive improvement
- Promotes and encourages evidence-based practice and education
- Promotes and initiates quality improvement activities such as audits, focus groups, evaluations and reviews

- Provides support and participates (where appropriate) in unit-based research initiatives
- Designs evaluation systems to assess the effectiveness of nursing education and learning activities
- Works with the Nursing Education team and other nursing colleagues to monitor the quality of care delivered by program participants

Professional Leadership

- Act as a role model, demonstrating professionalism, accountability, and a commitment to lifelong learning
- Mentor and coach staff to build leadership capacity and resilience within the nursing workforce
- Advocate for nursing staff development and education in organisational and inter-professional settings
- Build partnerships with universities, training providers, and professional bodies to enhance educational opportunities
- Champion initiatives that promote staff well-being, engagement, and career development
- Collaborates with Director, Nursing Education and Nursing Education team colleagues to identify the education needs of nurses and subsequently develop a hospital wide education plan
- Supports the professional development of members of the Nursing Education team or those in similar roles
- Designs and implements continuing professional development education that promotes excellence in paediatric nursing practice
- Represents nursing on hospital wide committees, working groups and initiatives
- Fosters a culture of learning by acting as a positive role model for all staff in areas of professional development
- Collaborates with Nurse Unit Managers on practice and performance issues, escalating as appropriate to Director, Nursing Education (or applicable Director)
- Promotes excellence in nursing practice through professional leadership, role modelling, and the implementation of and education surrounding evidence-based practices
- Provides clinical leadership through expert teaching, guidance and support of participants who engage with Nursing Education
- Provides professional education leadership within a team of nurses working in an education role.
- Supports the professional development of nurses working in education roles through the facilitation of annual performance review
- Attendance and participation in clinical supervision as a formal process of reflective practice and support to enable ongoing professional development

QUALIFICATIONS AND EXPERIENCE

Essential

- Current registration as a Registered Nurse with the Nursing and Midwifery Board of Australia (NMBA) administered through the Australian Health Practitioner Regulation Agency (APHRA).
- Evidence of substantial work experience, minimum five years to achieve expert knowledge and application of contemporary theories and techniques of practice that underlie mental health care and management of challenging behaviours.
- Post graduate diploma in Mental Health Nursing or have completed a specialist undergraduate Mental Health Nursing program.
- Demonstrated commitment to ongoing education and training.
- Developed understanding of the Mental Health Intensive Care Framework (2019), Victorian Mental Health Act (2014) and other relevant legislation, policies and strategic directions of public Mental Health Services.

Desirable

- Demonstrate ongoing study in the area of psychiatric/mental health modalities in the areas of developmental psychiatry, family therapy/work and/or treatment modalities.
- Clinical experience in different areas of CAMHS/CYMHS including community case management, hospital based and in-patient settings
- Relevant clinical experience within an acute adolescent mental health care setting, assessment (including the use of semi-structured interviews and clinical measures), treatment and working with external stakeholders
- Demonstrated skills in delivering and evaluating education programs

- Excellent interpersonal skills in particular in teamwork and change management
- Experience supervising undergraduate students and/or nursing staff
- Proven experience in small group teaching and group presentations
- Demonstrated ability and commitment to motivate, support and encourage staff to further develop clinical education, professional skills and a culture of ongoing learning
- Project or program management skills
- Demonstrated awareness and understanding of legal obligations when working in the Child and Adolescent Mental Health context in Victoria

KEY SELECTION CRITERIA

- Substantial clinical experience within an acute adolescent mental health care setting, engaging with young people, families and or carers, assessment (including the use of semi-structured interviews and clinical measures), treatment and working within a multidisciplinary team
- Demonstrated capacity to model excellent nursing practice in outpatient, hospital-based and inpatient settings
- Capacity to implement and evaluate the training and development of inpatient mental health nurses
- Demonstrated skills in working in a team collaboratively developing, providing and evaluating in-service education and capability/competency frameworks
- Proven experience in small group teaching and group presentations
- Demonstrated ability and commitment to motivate, support and encourage staff to further develop clinical education, professional skills and transition to advanced practice by influencing a culture of learning
- Demonstrated advanced clinical skills and knowledge in a relevant specialty area
- Experience in providing expert guidance and support in complex clinical scenarios
- Proven ability to design, deliver, and evaluate education programs for diverse learner groups
- Experience in competency-based assessments and creating structured learning pathways
- Familiarity with contemporary teaching methodologies and technologies, including simulation
- Demonstrated capacity to lead and support change initiatives within clinical and educational settings
- Strong ability to influence practice improvements and foster a positive learning culture
- Proven experience in mentoring, coaching, and building professional relationships
- Commitment to promoting evidence-based practice in education and clinical care
- Strong organisational and time-management skills, with the ability to manage multiple priorities effectively
- Proficiency in using learning management systems, simulation tools, and other digital education platforms
- Demonstrated commitment to continuous professional development for self and others
- Relevant clinical experience within a paediatric acute care setting
- Proven experience in small group teaching and group presentations
- Ability to lead, coordinates and facilitate clinical educational programs
- Demonstrated skills in developing and evaluating educational programs
- Excellent interpersonal skills
- Demonstrated commitment to clinical education of others
- Ability to motivate, support and encourage staff to further develop clinical and professional skills
- Demonstrated commitment to evidence-based nursing practice and quality improvement
- Demonstrated commitment to ongoing personal and professional development
- Digital competence using clinical information systems, Microsoft office and data management

OTHER REQUIREMENTS

- Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment
- Employees are required to maintain a valid Working with Children Check throughout their employment
- A current, full driver's licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g. wearing glasses) while undertaking hospital duties (If applicable)
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Curious - We are creative, playful and collaborative
- Courageous - We pursue our goals with determination, ambition and confidence
- Inclusive - We embrace diversity, communicate well, build connections and celebrate our successes together
- Kind - We are generous, warm and understanding

RCH COMPACT

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- We do better work caring for children and families when we also care for each other
- I bring a positive attitude to work – I share, I laugh, I enjoy other's company
- I take responsibility for my behaviour and its impact on others
- I am curious and seek out ways to constantly learn and improve
- I celebrate the good stuff, the small stuff, the big stuff – it all matters
- I speak up when things aren't right
- I value the many different roles it takes to deliver great patient care
- I actively listen because I want to understand others and make better decisions
- I am inclusive and value diversity
- When it comes to teamwork, I don't hold back – I'm all in

QUALITY, SAFETY AND IMPROVEMENT

RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures
- Identifying risks, reporting and being actively involved in risk mitigation strategies
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTQI community and people with disability.

Position description last updated

July 2025