

Position Description

Position Title	Nurse Educator
Department / Division	PIPER / Critical Care
Classification	RN 35 (QRED 3)
Position reports to	Operational: Director, PIPER Professional: Nurse Unit Manager, PIPER
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

The Royal Children's Hospital's (RCH) vision is *A world where all kids thrive*.

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.

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.

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/>.

RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.

Further information on RCH is available at www.rch.org.au

ROLE CONTEXT

The role of the Paediatric Infant Perinatal Emergency Retrieval (PIPER) service is to improve health outcomes for newborn babies, children and women.

PIPER Outreach Education provides:

- A continuing education program in newborn nursing care for midwives and nurses of level 1-5 hospitals in Victoria
- Continuing education sessions on topics nominated by host hospital staff, universities, ambulance service and allied health organisations
- A consultancy service regarding equipment purchase, developing nursing policies, formulating nursing care standards and requirements for Level 1 -5 hospitals across Victoria
- Learning packages for self-directed learning
- Web-based resources for self-directed learning
- Teleconferences on all aspects of neonatal care
- Advanced resuscitation programs for neonatal and paediatrics to all hospital across Victoria
- Stabilisation Lectures for level 1-5 hospitals throughout the state of Victoria

ROLE PURPOSE

The Nurse Educator (NE) 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. The NE 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 NE works collaboratively with the Director of PIPER, leadership and the education teams to ensure the success of education programmes and activities.

KEY ACCOUNTABILITIES

Clinical Practice

- Provide expert clinical education and guidance to support safe, high-quality, evidence-based neonatal and paediatric care
- Support clinicians in complex clinical situations, promoting critical thinking, clinical reasoning and best practice decision-making
- Deliver clinical teaching across multiple settings including simulation, outreach and virtual environments
- Collaborate with staff to ensure consistent delivery of high-quality, patient-centered care
- Leads the development, coordination and implementation of programs and educational activities
- Deliver specialised education including neonatal and paediatric resuscitation, stabilisation and retrieval preparedness

Optimising Health Systems

- Contribute to system improvement through development and delivery of education that supports best practice models of care and clinical workflows
- Provide consultancy to health services on equipment, clinical standards, policy development and service capability
- Support implementation of new technologies, systems and clinical practices through targeted education and change management
- Collaborate with multidisciplinary teams and external organisations to enhance service integration and patient outcomes
- Contribute to development, review and standardisation of clinical guidelines, protocols and practices

Education

- Demonstrates advanced strategic thinking skills when developing, implementing and evaluating education initiatives

- Identify learning needs in collaboration with stakeholders and align education programs with identified priorities
- Develop and maintain structured learning for staff at all levels
- Design and deliver innovative education using simulation, digital platforms, multimedia and self-directed learning resources
- Tailor educational content to meet diverse learning needs, incorporating innovative teaching methodologies and technologies
- Lead the design, coordination, delivery and evaluation of education programs, study days and outreach learning activities
- Develop and review online and self-directed learning packages, and educational resources
- 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
- Designs evaluation systems to assess the effectiveness of nursing education and learning activities
- 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

Professional Leadership

- Act as a role model, demonstrating professionalism, accountability, and a commitment to lifelong learning
- Advocate for nursing staff development and education in organisational and inter-professional settings
- Provides clinical leadership through expert teaching, guidance and support of participants
- Fosters a positive culture of learning, collaboration, reflective practice, innovation, and interprofessional development
- Designs and implements continuing professional development education that promotes excellence in nursing practice
- Collaborates with internal and external educators, managers, and healthcare organisations to identify and support educational requirements, strengthen partnerships, and enhance workforce capability
- Advocates for nursing education, career development, wellbeing, and professional practice within organisational and inter-professional settings
- Demonstrates critical evaluation of current nursing knowledge, initiating and implementing healthcare innovations, and contributing to service development activities
- Leads by example through the application of evidence-based protocols, professional standards, and solution-focused approaches to practice
- Contributes to the preparation, review, and evaluation of education and program documentation, reports, and related resources

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)
- Demonstrated commitment to ongoing personal and professional development, as evidenced in a Continuing Professional Development (CPD) record/Professional Practice Portfolio

- Post Graduate Certificate in Nursing, Education, Paediatric Intensive Care or Neonates
- Demonstrated understanding and experience of adult learning principles
- Experience working with learning management systems

Desirable:

- Project or program management experience

KEY SELECTION CRITERIA

- 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 neonatal / paediatric acute care setting
- Proven experience in small group teaching and group presentations
- Ability to lead, coordinate 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's 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

May 2026