

Position Description

Position title	Clinical Nurse Educator
Department / Division	Division of Medicine / Mental Health
Classification	Grade 4 Registered Psychiatric Nurse (NP75-77)
Position reports to	Operational: Banksia Nurse Unit Manager Professional: Director of Nursing
No. of direct & indirect reports	Not applicable
Location	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

Banksia Ward is a 16-bed adolescent inpatient mental health unit at the Royal Children's Hospital (RCH), providing specialised care for young people aged 13 to 17 years. The ward includes a 2-bed Intensive Care Area (ICA) to support young people requiring a higher level of observation and acute intervention.

Banksia Ward is staffed by a multidisciplinary team of healthcare professionals with extensive expertise in child, adolescent, and family mental health. The team works collaboratively to deliver comprehensive, developmentally appropriate care, with a strong emphasis on family involvement and recovery-oriented practice.

The ward supports young people experiencing a wide range of mental health conditions, including affective disorders such as depression and bipolar disorder, difficulties with emotional dysregulation, acute behavioural crises requiring intensive intervention, eating disorders, anxiety disorders, and emerging personality vulnerabilities. Care is tailored to meet the complex and often co-occurring needs of adolescents in an acute setting.

Banksia Ward offers a broad range of therapeutic interventions, including individual and group therapies, music therapy, and access to an integrated school program to support ongoing educational engagement during admission. Family work is a core component of care, recognising the central role of caregivers in a young person's recovery.

ROLE PURPOSE

The Clinical Nurse Educator (CNE) is responsible for leading and coordinating education initiatives on Banksia ward to enhance the clinical competency, confidence, and professional development of mental health 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 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 Psychiatric Nurse Consultant, leadership, and the education team to ensure the success of education programmes and activities.

With a strong focus on patient safety and quality care, the Clinical Nurse Educator plays a key role in promoting best practice approaches to managing high-risk patients, particularly within the Intensive Care Area (ICA). Working in close partnership with the Clinical Nurse Consultant, the role contributes to strategies aimed at reducing restrictive interventions, enhancing staff confidence in early intervention, and improving patient outcomes through evidence-based education and support. The Clinical Nurse Educator also builds workforce capability in the management of behaviours of concern to achieve overall risk reduction, providing expert advice in the development of behaviour management plans and tools, including safety plans and behaviour support profiles. Additionally, the role supports the development of policies and procedures, offers guidance in managing behaviours of concern, and assists with post-incident debriefing and support for both patients and colleagues.

Additionally in response to emerging service needs and as part of the wider education team, the Clinical Nurse Educator will take an active role in initiatives to upskill staff, including educational programs such as the transition to mental health programs and eating disorder program.

KEY ACCOUNTABILITIES

Clinical Practice

- Undertake direct consumer care in order to act as role model for students and create learning situations for students by role-playing where actual experience is not available.
- Coordinate and deliver orientation days for staff
- 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 student nurses, ensuring effective integration into clinical settings
- Conduct clinical teaching in the clinical area and within simulated environments to reinforce learning through role modelling
- Collaborate with staff to ensure consistent delivery of high-quality patient-centered and trauma-informed care
- Lead the development, coordination and implementation of programs and educational activities for nurses

Optimising Health Systems

- Identify areas for quality 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
- Offer advanced knowledge of EMR applications and ability to provide EMR education

Education

- Demonstrate advanced strategic thinking skills when developing, implementing and evaluating education initiatives
- Develop and maintain structured learning pathways for nursing staff at all levels
- Tailor educational content to meet diverse learning needs, incorporating innovative teaching methodologies and technologies
- Facilitate reflective practice sessions, clinical supervision, debriefs, and case reviews to promote continuous learning
- Maintain accurate and up-to-date records of education activities, competencies, and outcomes.
- Lead the coordination of curriculum review and development in conjunction with key stakeholders
- Support and develop collaborative relationships with key stakeholders and like services to enhance learning and promote excellence in mental health nursing practice
- Demonstrate a commitment to own professional development, identifying opportunities for learning and creating a plan of action
- Participate in education and workforce development programs, committees and reference groups as allocated by the Senior Psychiatric Nurse (SPN).
- Facilitate preceptorship of student nurses, graduate and post-graduate nurses in mental health and wellbeing services.
- Participate in the development and implementation of graduate, post-graduate, and transition to practice programs

- Contribute to the ongoing development of nursing education and practice by having input to internal and external committees and working parties
- In the clinical work setting, facilitate the effective transfer of nursing students' theoretical learning into practical experience through the provision of clinical education sessions and supervision of the students' nursing practice, and provide a structured program of education and unit experience to general nursing students during their clinical mental health nursing placement.

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

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
- Collaborate with Senior Psychiatric Nurse, Psychiatric Nurse Consultant and other senior leadership colleagues to identify the education needs of nurses and subsequently develop an education plan
- Designs and implements continuing professional development education that promotes excellence in mental health nursing practice
- Fosters a culture of learning by acting as a positive role model for all staff in areas of professional development
- Collaborates with Nurse Unit Manager on practice and performance issues, escalating as appropriate
- 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
- Supports the professional development of nurses working in education roles through the facilitation of annual performance reviews
- 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)

- A postgraduate diploma in psychiatric/mental health nursing or completion of a specialist undergraduate Mental Health Nursing program or a specialist post-basic course of training which led to registration as a Division 3 Nurse.
- Demonstrated advanced clinical skills and knowledge in inpatient mental health nursing
- Experience in providing expert guidance and support in complex clinical scenarios
- Ability to design, deliver, and evaluate education programs for diverse learner groups
- Minimum of 5 years post-registration experience in mental health nursing

Desirable

- Clinical experience working with adolescents in a tertiary mental health setting
- Experience in competency-based assessments and creating structured learning pathways
- Demonstrated commitment to ongoing personal and professional development
- Digital competence using clinical information systems, Microsoft office and data management

KEY SELECTION CRITERIA

- Demonstrated clinical nursing skills and experience in the provision of effective and efficient child and adolescent triage, assessment and mental health care.
- Demonstrated ability to build and maintain working relationships with key stakeholders to maximise service coordination and cooperation as well as secondary consultation and capacity building with community agencies
- Demonstrated interest or experience in research, quality improvement and program evaluation.
- A commitment and evidence of evidence-based practice and continuing professional development including an ability to find and apply evidence in decision-making.
- Highly developed written and verbal communication skills and inter-personal skills
- Demonstrate awareness and understanding of legal obligations when working in a CAMHS context in Victoria
- A flexible and adaptable approach to functioning in a team environment that enhances the team's high performance
- 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

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

March 2026