



KING EDWARD VII's
HOSPITAL

King Edward VII's Hospital

Clinical Practice Facilitator

Job Description

Job Title:	Clinical Practice Facilitator
Department:	Clinical Areas
Report to:	Chief Nursing Officer
Hours:	Full-Time 37.5
Contract:	Permanent

Key Working Relationships: Clinical Managers, Nursing and AHP Teams, Education Team Governance Team, Senior Management, MDT, Learning and Development Team

Role Overview:

As a Clinical Practice Facilitator at King Edward VII's Hospital, you will play a critical role in enhancing the clinical skills and competencies of our Nursing and Allied Healthcare Professionals. This hands-on position ensures the effective delivery of quality educational programs to both current and new cohorts of staff to drive improved clinical performance. This will involve coaching, developing competency-based programmes, delivering workshops, simulation training, and study events. You will work directly with clinical staff to support outstanding, person-centred care and outcomes within our hospital.

Key Responsibilities:

1. Competency Management:

- Develop competency frameworks and expertise in competency assessment to ensure clinical staff at King Edward VII's Hospital meet and maintain high standards of practice, improving overall patient care quality.

2. Orientation/Onboarding:

- Actively collaborate in the orientation/onboarding process for nursing and AHP staff. This includes participating in or leading the development, coordination, managing, and evaluating the onboarding and orientation programs for nursing & other healthcare personnel, including pre-registration students.

3. Clinical Practice Development:

- Lead and chair the Clinical Practice Development Committee to drive clinical improvements and integrate best practices, for maintaining up-to-date and high-quality clinical services.

4. Training and Education:

- Design and identification of educational programmes and activities to address practice gaps for identified target audiences. These activities are developed to achieve specific outcomes related to deficits or opportunities for improvement in knowledge, skill, and practice.
- To include the delivery of Immediate Life Support (ILS) and Basic Life Support (BLS) training.

5. Collaboration & Growth:

- Collaborate with all clinical managers to share experience in planning and decision-making to achieve the desired results.
- Support external relationships which advance the organisation's position and reputation.
- Support strategic planning and business development within the clinical education area of responsibility that may include technology advances and other opportunities for growth.
- To include close working relationships with Higher Education/ University partners to optimise opportunities for pre-registration placements.

6. Coaching and Mentoring:

- Provide hands-on coaching and mentoring to clinical staff, to support their professional development and enhance their clinical skills for improved patient care delivery.
- Promote consistent positive patient interactions when coaching clinical staff that role models exemplary patient service.

7. Evidence-Based Practice (EBP)/Quality Improvement:

- Must promote and integrate EBP to continuously improve practice in the clinical setting.
- Work with others to identify problems and solutions and collaboratively identify the change strategy.
- Embrace meaningful change and inspire others.
- Identify evidence to guide practice decisions.
- Disseminate research findings through educational programs, courses & other activities.

8. Documentation and Reporting:

- Maintain accurate records and prepare reports on training sessions, competency assessments, and professional development activities, to provide insights and track progress for senior management.

9. Clinical Involvement/Service:

- Fosters a culture of excellence.
- Inspires pride in the organisation and develops a superior clinical identity, which inspires higher expectations for care amongst clinical staff.
- Remain actively involved in clinical practice to stay updated with current trends and challenges, and to provide practical, hands-on training and support to learners to enhance their clinical skills in real-world settings.

Requirements:

- NMC or HCPC registration with a valid licence to practise and relevant educational qualifications.
- At least 3 years in a similar role with a solid clinical background, demonstrating experience in clinical practice, education, and competency management.
- Excellent communication, coaching, and organisational abilities, with a collaborative approach to working with diverse teams.
- A strong commitment to evidence-based practice, clinical excellence, and alignment with the values of King Edward VII's Hospital.

Person Specification:

The successful candidate will meet the essential requirements and may possess some or all the desirable qualifications and experiences. The person specification is designed to ensure that the selected candidate has the necessary skills and attributes to excel in the role of the Clinical Practice Facilitator.

Criteria	Essential Requirement	Desirable Requirement
Education and Professional Qualifications:	<ul style="list-style-type: none">• Current NMC (Nursing and Midwifery Council) or HCPC (Health and Care Professions Council) registration with a valid licence to practise.• Relevant educational qualifications in a healthcare or clinical field (e.g. a degree in Nursing, Allied Health, or a related discipline).	<ul style="list-style-type: none">• Additional qualifications or certifications related to clinical education, such as a teaching or training qualification.
Experience:	<ul style="list-style-type: none">• At least 3 years of experience in a similar role with a solid clinical background, demonstrating experience in clinical practice, education, and competency management.• Proven clinical expertise and up-to-date knowledge of	<ul style="list-style-type: none">• Experience in leading or chairing committees, such as a Clinical Practice Development Committee, with a track record of driving clinical improvements.• Experience working with external training providers or accrediting bodies to

	<p>current clinical practices and evidence-based guidelines.</p> <ul style="list-style-type: none"> • Experience in designing, delivering, and evaluating educational programmes and training, including competency-based assessments and simulation training. • Previous experience working in a hospital setting, particularly within roles that involve training and development. 	<p>ensure compliance with national standards.</p>
Knowledge and Skills:	<ul style="list-style-type: none"> • Demonstrated ability to provide effective coaching and mentoring to healthcare professionals, fostering their professional development and clinical skills enhancement. • Strong organisational and time-management skills, with the ability to manage multiple tasks and priorities effectively. • A strong commitment to evidence-based practice, clinical excellence, and maintaining high standards of patient care. 	<ul style="list-style-type: none"> • Experience in clinical research or development of evidence-based guidelines and practices. • Proficiency in using electronic learning management systems and other digital tools for training and development.
Communication Skills:	<ul style="list-style-type: none"> • Excellent verbal and written communication skills, with the ability to engage and influence a diverse range of stakeholders. 	

This job description is not intended to be an exhaustive list of duties, but mainly to highlight the current main responsibilities of the post. The post holder is required to undertake any other similar duties, as required by their manager and the changing requirements of the organisation.

This job description may be reviewed and altered in the light of changed service needs and developments after discussion with the post holder.

The post holder will be required to comply with all policies and procedures issued by and on behalf of King Edward VII's Hospital.

The Hospital is an equal opportunities employer, and the post holder will be expected to promote this in all aspects of his/her work.

Confidentiality

All information about patients and staff must be held in the strictest confidence and may not be divulged to any unauthorised person at any time without the authorisation of your manager or unless it is in the best interest of the individual. The post holder must maintain the confidentiality of information about patients, staff, and other Hospital service business by the Code of Confidentiality and the Data Protection Act 1998. A breach of confidentiality about manual or computer data will result in disciplinary action being taken by the Hospital's disciplinary procedure and may lead to dismissal.

Health and Safety Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act 1974 to ensure that the agreed safety procedures are carried out to maintain a safe environment.

Risk Management

You have a responsibility for the identification of all risks which have a potential adverse effect on the Hospital's ability to maintain quality of care and the safety of patients, staff, and visitors, and for the taking of positive action to eliminate or reduce these.

Equal Opportunities

As a member of staff at the King Edward VII's Hospital Sister Agnes you have a personal responsibility to ensure that you do not discriminate, harass, bully, or contribute to the discrimination, harassment or bullying of a colleague or colleagues, or condone discrimination, harassment or bullying by others. You also have a responsibility to ensure that all people that you have contact with during your employment, including patients, relatives, and staff, are treated equally in line with the Hospital's Equal Opportunities Policy.