

Position Description

Position Title: Clinical Nurse Educator

Classification:	Registered Nurse RN35 (QRED3)
Business unit/department:	Clinical Education Unit & Clinical Nursing Education Department
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☒ Royal Talbot Rehabilitation Centre ☒ Other ☐ (please specify)
Agreement:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Employment type:	Part-Time
Hours per week:	24 hours/ week
Reports to:	Education Coordinator Medical, Renal, Paediatrics, Spinal, Subacute & ICU services
Direct reports:	Nil
Financial management:	Budget: N/A
Date:	September 2026

Austin Health acknowledges the Traditional Custodians of the land on which we operate, the Wurundjeri Woi Wurrung People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Position purpose

The Clinical Nurse Educator (CNE) is responsible for the development and delivery of high-quality education and training to nursing staff, that is responsive to local and organisational priorities. The Clinical Nurse Educator develops foundational and specialty knowledge in others consistent with achievement of Best Practice Clinical Learning Environments (BPCLE), required to deliver high quality nursing care to Austin Health patients.

About the Department

The Clinical Nursing Education Department provides Austin Health with contemporary, evidence-based clinical education programs which are congruent with organisational strategic plans and needs. Clinical education is delivered by the Nursing Education team, predominantly through an inter-professional, collaborative and person-centered approach which encompasses all available and appropriate teaching and learning methodologies.

The Clinical Nursing Education Department is part of the Clinical Education Unit (CEU) within Austin Health and provides clinical nursing education service to each of the clinical divisions, supporting nurses including those enrolled in Entry to Practice, Graduate Nurse programs, Transition to Specialty Practice and Post-graduate Nursing programs. Each Clinical Division has an education team of Clinical Support Nurses.

The clinical areas at Austin Health are divided into three (3) clinical nursing education portfolios. They are led by a Clinical Education Coordinator and are:

- Intensive Care Unit, Renal, Paediatrics, Inpatient Medical and Subacute
- Emergency Department, Nursing Workforce Unit, Ambulatory and Cancer Services
- Surgical

Intensive Care Unit, Renal, Paediatrics, Inpatient Medical and Subacute

This clinical nursing education portfolio consists of:

- Intensive Care Unit
- Ward 7 East
- Ward 7 West
- Ward 2 West
- Ward 5 West
- Ward 7 North
- Dialysis Units
- Ward 3 North
- Mellor (Royal Talbot Rehabilitation Centre)
- Spinal Rehabilitation Facility (Royal Talbot Rehabilitation Centre)
- Acquired Brain Injuries Unit (Royal Talbot Rehabilitation Centre)
- Ward 9 (Heidelberg Repatriation Hospital)
- Ward 10 (Heidelberg Repatriation Hospital)
- Ward 11 (Heidelberg Repatriation Hospital)
- Ward 12 (Heidelberg Repatriation Hospital)

This CNE role will predominantly cover the Subacute areas; however a collaborative team approach is expected across the Intensive Care Unit, Renal, Paediatrics, Inpatient Medical and Subacute.

Position responsibilities

Role Specific:

- Develop and implement educational strategies through risk identification and collaboration with stakeholders to ensure safety of nursing practice and exceptional patient care.
- Provide visible expertise and guidance, supervision and leadership to staff working within the allocated clinical area portfolio and with the support of the Clinical Nursing Education Department.
- Collect and report the BPCLE indicators, in conjunction with Clinical Education Coordinator, Clinical Nursing Education Department and key stakeholders.
- Monitor the congruence between educational inputs and the attainment of patient care standards and the National Safety and Quality Health Service Standards (NSQHSS), in conjunction with the Clinical Nursing Education Department.
- Participate in the coordination and delivery of education programs and provide direct clinical instruction and supervision to develop high quality clinical care skills to nurses across the



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future

professional development framework, including entry to practice, graduate nurses, transition to specialty practice, postgraduate nurses, newly appointed or less experienced nurses and all nursing staff.

- Monitor and evaluate the effectiveness of educational programs and suggest and implement improvements, in collaboration with the Clinical Education Coordinator, Clinical Nursing Education Department and key stakeholders.
- Participate in the planning, delivery, and evaluation of a learning framework within the division in consultation with the key stakeholders and consistent with the teaching and learning principles of the Clinical Education Unit.
- Participate in and support the process of educational research and quality projects that ultimately translate to benefit care of patients at Austin Health.
- Thorough understanding of the Specialty Practice Frameworks to maintain practice standards and support the learning and development of nursing staff working within the Direct Clinical Care domain of the Nursing Professional Practice Framework.
- Conduct clinical and theoretical assessments and develop/facilitate orientation of nurses to clinical areas, where relevant and in conjunction with key stakeholders.
- Monitor progress of nurses and report on Key Performance Indicators in regular communication with Nurse Unit Manager and Clinical Education Coordinator.

Direct Clinical Care

- Lead others to develop skills in utilisation and interpretation of assessment information.
- Identify key nursing care priorities and propose nursing solutions within complex and challenging environments.
- Lead others to develop skills in comprehensive care planning and maximise patient outcomes and achieve goals of care.
- Lead and advise in partnership with the multidisciplinary team, to address abnormalities in assessment information in clinical situations.
- Provide expert clinical knowledge to point of care nurses through communication, modelling, and teaching.
- Identify key priorities to be addressed in complex/unstable situations.
- Recognise scope and limitations of practice and seek advice from other experts where required.
- Demonstrate clinical reasoning and a comprehensive understanding of abnormal trends and patient conditions in complex situations.
- Provide expert clinical leadership advice to point of care and multidisciplinary team to ensure the delivery of safe care in alignment with goals of care.
- Propose nursing solutions to complex/challenging healthcare dilemmas.
- Provide clinical leadership in structured review, clinical huddle, and handover processes to evaluate patient care delivery.
- Lead nursing team through an effective handover process and evaluate handover processes occurring at point of care.
- Utilise nursing expertise to manage complexity and advise on alternative patient care.
- Lead continuous improvement activities across disciplines/departments to ensure care is safe and effective.
- Can be mobilised across the 7 day working week, during exceptional circumstances, as directed by the Manager, Clinical Nursing Education Department.

Education

- Actively engage and contribute to the education and professional development of self and others at ward/unit level.
- Use adult learning methodology to foster learning and development of other nurses at ward/local level.



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future

- Offer feedback to others which is specific, supportive, non-judgmental, timely and reflective.
- Plan and deliver education and teaching in clinical area in response to nursing needs
- Facilitate staff learning through development of cross discipline relationships and networks.
- Provide mentorship/coaching of other staff for career development.
- Provide educational advice and support to other staff.
- Demonstrate use of a variety of educational strategies including reflective practice to further own professional development.
- Utilise and maintain professional practice portfolio to plan for future continuing education, professional development and employment goals for self and others.
- Demonstrate self-initiative in undertaking further educational opportunities.
- Lead/participate in local networks and forums to share and extend professional knowledge and build collegial support.
- Utilise self-reflection, peer review and internal/external mentorship to grow and develop nursing practice.
- Actively participate in area of expertise by presenting at conferences, forums, Nursing Grand Rounds.
- Be recognised within specialty as a significant contributor to specialty knowledge and practice.
- Develop safe supportive relationships with learners in local environment.
- Collaborate with others in local workplace to provide a safe supportive environment for learners.
- Develop educational resources to address gaps and align with quality at local level.
- Identify gaps in practice and develop educational resources to address.
- Identify and implement strategies to support staff with their learning needs.
- Foster a culture of learning, development and promote the delivery of evidence-based care.
- Lead and support others to identify gaps in practice and implement evidence-based strategies to address these gaps.
- Develop strategies to address environmental and cultural barriers to safe effective learning within Austin Health.

Research

- Practice within Austin Health evidence-based practice guidelines.
- Demonstrate in depth and developed knowledge of the translation of research to practice.
- Lead, guide and support others to deliver evidence-based practice.
- Evaluate clinical nursing practice against best evidence and identify gaps for practice improvement.
- Participate in research activity under direction/supervision.
- Share research outcomes within and external to the department, such as contributing to posters, presentations, Nursing Grand Rounds, Research Week, inservices.
- Identify best practice research to address gaps in nursing practice.
- Encourage and inspire others to undertake research projects.

Support of Systems

- Understand the Austin Health Nursing Vision: Austin nurses working alongside Austin nurses 24/7 to deliver reliable, safe, person centred care.
- Support others to understand the Austin Health vision and integrate strategic priorities into clinical practice.
- Actively promote the Austin Nursing Vision and contribute to the initiatives designed to achieve the vision.
- Support others to understand the NSQHSS and the implications for practice.
- Communicate and lead changes to practice based on new and revised procedures and guidelines.



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future

- Support others to identify and implement strategies to address any identified risk or incident.
- Contribute professional nursing perspective for organisational guidelines and procedures.
- Contribute to the development of staff skills to identify, plan, and implement evidence-based risk prevention strategies.
- Support and lead others to develop and undertake evidence-based quality activities based on clinical audit results.
- Support others to develop insight into practice gaps and guide them to utilise resources/clinical audit findings in local clinical area.
- Actively create a culture of safety within the organisation.
- Develop others to be skilled in the ability to utilise all Austin Clinical informatics systems.
- Lead staff to adhere to organisational EMR policy and practice.
- Contribute professional nursing perspective to Austin Health Clinical Informatics systems.

Professional Leadership

- Support others to develop effective communication and leadership skills.
- Demonstrate good self-awareness and adapt to changing situations.
- Critically reflect on feedback and adjust workplace behaviour accordingly.
- Support others to meet expected standards of behaviour and develop their leadership capability.
- Assist others in developing their own capacity to lead.
- Influence nursing clinical leadership and provide advice related to NMBA (Nursing and Midwifery Board of Australia) Decision Making Framework across Austin Health and wider context.
- Demonstrate high levels of self-agility and maintain focus even during times of uncertainty and change.
- Practice high level communication and leadership skills consistently.
- Support others to manage challenging communication.
- Support others to reflect on feedback and assist with goal setting.
- Expertly select from a wide range of communication and leadership styles to meet the situation.
- Teach and mentor others in leadership, strategy and/or change management capability.
- Support staff to manage priorities and actively assist in managing ward/unit workload.
- Demonstrate a commitment to deliver sustainable, excellent performance and accountability within the local context.
- Lead by example in striving for excellence in safe patient care.
- Support others to identify leadership development needs and opportunities.
- Seek opportunities to celebrate other's contributions and achievements in the local context.
- Role model and support others in the delivery of care through a teamwork model.
- Support others to work autonomously within scope of practice.
- Create a culture of nursing practice where teamwork, diversity and inclusion are central to delivery of care.
- Facilitate opportunities for staff to develop leadership capabilities.

Selection criteria



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future

Essential Knowledge and Skills:

- Recent and relevant clinical knowledge and skills in appropriate areas of practice
- Relevant post graduate qualification in specialty
- Previous experience in a formal education role
- A patient focused approach to care
- A positive approach to ongoing self-education and skill development
- A flexible, innovative, team-oriented approach to service delivery
- A positive approach to change and diversity
- Highly developed interpersonal, communication (written, verbal and electronic), liaison and negotiation skills
- High level of self-awareness and emotional intelligence
- High level of integrity, honesty, and commitment
- Demonstrated ability to provide educational opportunities in a supportive learning environment
- Demonstrated ability to align Austin Health policy, procedures, and quality into teaching practices
- Demonstrated commitment to support early career nurses and assist with assessments/learnings as required
- Expert knowledge of the regulatory frameworks which govern nursing practice and education
- Innovative and lateral thinking with a solution orientated focus

Desirable but not essential:

- Tertiary or vocational education qualification (or working towards)
- Sound understanding of information technology including clinical systems and Microsoft Office suite

Professional qualifications and registration requirements

- Registered Nurse, registered with the Nursing and Midwifery Board of Australia
- Relevant post graduate qualification in specialty, or currently working towards

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.



**Our actions
show we care**



**We bring
our best**



**Together
we achieve**



**We shape
the future**

- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.
-

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



**Our actions
show we care**



**We bring
our best**



**Together
we achieve**



**We shape
the future**