

JOB DESCRIPTION

1. JOB DETAILS

Job Title:	Nurse Educator		
Work Location	Hospital		
Reports to:	Director of Nursing, Professional Practice, Clinical Education, and Magnet Program		
Dotted Line Report to:	-	Division:	Nursing
Grade:	15	Department / Department Code:	
Job Code:		Section/Unit:	
Approval Date		Renewal Date	

2. JOB OBJECTIVE

To lead all nursing continuing professional development activities, enhance clinical competence, and professional practice of nurses at all levels. Abide by the nursing process and the criteria of the American Nurses Credentialing Center (ANCC) for planning and developing nursing continuing professional development activities, including identifying professional gaps in the practice environment, assessing training and continuing education needs of nurses at all levels, identifying learning outcomes, planning and implementing continuing professional development activities to meet the identified needs, and evaluating patient care utilizing an interprofessional approach and evidence based nursing practice.

3. JOB DIMENSIONS

Number of staff supervised:	Direct Reports:	0
	Indirect Reports:	0
	Total:	0

4. KEY ACCOUNTABILITIES

Description

Expert Clinician:

- Ensure proper application of standards of care and practice through policies dissemination, competency assessment, and clinical rounds.
- Ensure compliance with nursing practices according to established policies, procedures and standards of practice and in collaboration with other interprofessional team members to provide optimal patient care.
- Develop and enhance clinical knowledge and skills among the nursing staff.

JOB DESCRIPTION

- Support ongoing development of critical thinking skills of Staff Nurses and encourage clinical decision making thus promoting autonomy in clinical practice.
- Demonstrate promotion and role modeling of quality patient care delivery according to standards of best practice.
- Maintain high visibility on areas of responsibility.
- Provide guidance and assistance to nurses in patient care.
- Provide technical assistance to nurses in the use of equipment and validate competencies for staff according to manufacturer recommendation.
- Develop, implement, and review policies, practices, and procedures to improve standards of care and practice according to the latest evidence-based practice and innovations in the field.

Nurse Planner:

- Assess and identify training and continuing education needs of nurses at all levels and professional practice gaps through the review of evidence-based guidelines and clinical observations in consultation and collaboration with the respective Nurse Unit Manager, Nurse Leader, and other stakeholders.
- Plan, design, implement, and evaluate nursing continuing professional development activities based on ANCC criteria.
- Plan a variety of teaching and learning activities that foster creativity and innovation of nursing practice.
- Coordinate complex educational offerings.
- Evaluate and resolve issues related to providing continuing nursing education such as bias, conflict of interest, and commercial support.

Educator and Learning Facilitator:

- Exhibit an understanding of conceptual and theoretical foundations and principles related to health profession education and adult learning.
- Facilitate theoretical and clinical reasoning among diverse learners with different learning styles and unique learning needs.
- Conduct individual and group needs assessment to identify and prioritize training and development needs.
- Create and maintain a safe environment that is conducive to learning in theoretical, clinical simulation and practice settings.
- Collaborate and coordinate the learning needs, professional development and competence of the staff with the respective Nurse Manager and Nurse Leader.
- Develop and implement educational offerings based on innovative teaching and learning strategies that facilitate active learning and achievement of learning outcomes.
- Evaluate effectiveness and outcomes of educational contents, teaching strategies, and the learning environment.
- Devise, revise and train staff on competencies related to hospital policies and procedures and nursing standards of care and practice.
- Maintain required documentation and record keeping system of all nursing continuing professional development activities.
- Ensure compliance with life support training requirements.

Practice Transition:

- Assess, plan, develop, implement and evaluate transition programs to meet the orientation and ongoing competency and professional development needs of the new nursing staff.
- Coordinate and conduct orientation, preceptorship, mentorship, and continuing professional development programs for new nursing staff.
- Participate in the evaluation of new nursing staff.
- Facilitate specialty transition programs.
- Encourage and support staff to engage in specialty-based continuing education activities, conferences, and professional nursing certifications.

Change Agent:

JOB DESCRIPTION

- Collect and assess data and information related to training and continuing education needs and other pertinent situations, including identification of trends, issues and supporting data to determine a comprehensive education program for assigned units.
- Identify, initiate, and support needed change.
- Assist in the implementation of change strategies.
- Identify and address barriers to change.
- Apply improvement processes to affect practice change and sustain it.

Consultant and Mentor:

- Coach nursing staff and provide feedback to improve performance.
- Serve as a resource for clinical practice development.
- Serve as a facilitator to nurse residents/fellows and actively mentor and support their growth in the profession and clinical practice.
- Provide consultation to enhance continuing education, professional development and mentorship opportunities.

Leader:

- Use transformational and experiential strategies that develop context-based nursing knowledge, skills and professional behaviors.
- Collaborate with the interprofessional team members to ensure that educational programs are aligned with organizational and departmental strategic goals.
- Contribute to hospital-wide learning and development strategies and plans and support the development and implementation of an integrated approach to accelerate learning and build capability.
- Participate in hospital-wide committees, taskforces, Shared Governance Councils, etc.
- Facilitate teambuilding.
- Demonstrate support for professional organizations and excellence in professional practice and development.
- Ensure continuous preparedness toward attaining and maintaining national and international accreditations.

Champion for Scientific Inquiry:

- Support integration of research into practice.
- Incorporate research findings from a variety of disciplines into programs.
- Promote research and integrate evidence-based knowledge in the delivery of nursing care.
- Participate in quality initiatives and quality improvement activities to improve the standards of quality provided.
- Coordinate journal clubs.

Miscellaneous:

- Perform other related duties or assignments as directed by the Director of Nursing, Professional Practice, Clinical Education and Magnet Program and/or Chief Nursing Officer.
- Manage compliance with bylaws, rules, and regulations adopted by the Kingdom of Saudi Arabia and by SGH.
- Maintain professional growth and development to keep abreast of the latest trend of work scope.

5. COMMUNICATIONS & WORKING RELATIONSHIPS

Internal:	<ul style="list-style-type: none"> • Nursing division • SGH department and branches
External:	<ul style="list-style-type: none"> • Service Providers • Training providers and agencies • Patient, Families and Patient Attendants

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6. QUALIFICATIONS AND EXPERIENCE

Entry Qualification	Specialization	Minimum Experience
PhD		NA
Masters	Master Degree in Nursing or healthcare related field	Preferred
Bachelor	Bachelor of Science in Nursing	5 years as a Staff Nurse
Diploma		NA
High School		NA

Other Specifications (Please mention mandatory/preferred certifications, licenses and registration required for this position):

- Registered Nurse (RN) license required
- All Qualification must be verified by SCFHS

7. COMPETENCIES

Core*	Level 1	Level 2	Level 3	Level 4
Collaborates		Advanced		
Ensures Accountability		Advanced		
Plans and aligns		Advanced		
Drives Results		Advanced		
Customer Focus		Advanced		
Decision Quality	Advanced			
Manages Conflict	Advanced			
Strategic Mindset	Advanced			
Technical*	Level 1	Level 2	Level 3	

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8. VERIFICATION

The position holder and hiring manager have read and discussed the job description and agree that it accurately describes the position.

Position Holder	Line Manager	Corporate Organization Development
NAME:-	NAME:-	NAME:-
ID:-	ID:-	ID:-
Date	Date	Date
SIGNATURE	SIGNATURE	SIGNATURE