

PILGRIMS HOSPICES – JOB DESCRIPTION

Clinical Skills Facilitator

MAIN PURPOSE AND SCOPE OF THE JOB:

The main purpose of this role is to enhance the quality of patient care by developing the clinical competence, confidence and capability of staff across Pilgrims Hospices.

Working in collaboration with the Clinical Quality and Education Lead, the Clinical Skills Facilitator will support the design, delivery and evaluation of education, training and competency programmes, ensuring learning is translated into day-to-day clinical practice.

The post holder will maintain a visible presence within clinical services and spend a minimum of two days each month working directly alongside clinical teams, providing coaching, competency assessment, clinical support and practice development.

POSITION IN ORGANISATION

Reports to: Clinical Quality and Education Lead

Line Manager for: N/A

DUTIES AND KEY RESPONSIBILITIES

Principal Accountabilities and Responsibilities

- Work directly with clinical teams to identify learning needs, support professional development and promote best practice.
- Support the development, implementation and review of clinical competency frameworks and associated assessment processes.
- Undertake competency assessments and contribute to competency sign-off processes in accordance with organisational requirements.
- Support managers in providing assurance that staff have achieved and maintained required competencies through assessment, review and ongoing development activities.
- Actively support both registered and unregistered staff in the clinical environment to develop confidence, competence and professional judgement in the delivery of palliative and end of life care
- Work alongside staff in practice to support the application of learning to patient care and service delivery.
- Support the induction, development and ongoing education of clinical staff and volunteers.

Education / Training / Teaching / Policy Development

- Collaborate with multidisciplinary colleagues to develop, deliver and evaluate education programmes that meet organisational and service needs.
- Lead clinical skills training, workshops, simulation sessions and competency-based learning activities.
- Develop and review educational resources, competency documents and digital learning materials.
- Support the delivery and monitoring of mandatory and role-specific clinical training programmes.
- Work with managers and teams to address identified learning gaps and development needs.
- Support the implementation of new clinical policies, procedures, guidance and standard operating procedures through education and practice support.
- Maintain a visible presence in clinical areas and act as an accessible source of advice and support for staff.

Clinical Governance And Audit

- Use learning from incidents, complaints, audits, patient feedback and service reviews to inform education priorities and practice development activities.
- Participate in clinical audit, service evaluation and quality improvement projects where required.
- Promote evidence-based practice and support implementation of local and national guidance.
- Share learning from audit, quality improvement activity and research findings to improve standards of care.
- Contribute to the organisation's patient safety, quality improvement and clinical governance agenda.

Communication

- Build effective working relationships with clinical managers and teams to support workforce development, competency assurance and quality improvement initiatives.
- Act as a clinical role model, supporting and constructively challenging staff to maintain high standards of care.

General Responsibilities

Corporate Governance –

The post holder must, at all times, act honestly and openly and comply with relevant corporate governance requirements, employment legislation and standards of business conduct. Post holders are expected to be familiar with and comply with all policies and procedures published by Pilgrims Hospices in East Kent.

Health and Safety –

Under the Health & Safety at Work Act (1974), it is the responsibility of the post holder at every level to take care of his/her own health and safety and that of others who may be affected by his/her acts at work.

Code of Conduct –

The post holder is required to observe the following principles:

- Make the care and safety of patients his/her first concern and act to protect them from risk
- Respect the public, patients, relative, carers, staff and partners
- Be honest and act with integrity
- Accept responsibility for his/her own work and the performance of the people the post holder manages
- Show commitment to working as a team by working effectively with team members and the wider community
- Take responsibility for own learning and development
- In all actions undertaken have regard for the hospices reputation

Data Protection –

Ensure that all data is processed in a fair and lawful way for the specific identified purpose, in line with the General Data Protection Regulations (GDPR), national data protection legislation and Pilgrims Hospices' Data Protection Policy. Data must not be disclosed in any manner which is incompatible with the purpose and to any unauthorised persons or organisations.

Flexibility –

The post holder is expected to work flexibly to be able to meet the challenges and opportunities of working within Pilgrims Hospices in East Kent.

This Job Description is not exhaustive. This job description is a reflection of the current position and the post holder is expected to view it as a guide rather than an exact description of all duties and responsibilities. It may be subject to variation from time to time. The post holder will be required to undertake any other duties that may be required by the Line Manager, commensurate with the level of the post.

Pilgrims Hospices Person Specification

This person specification sets out the essential, minimum qualities we are seeking for this post. Please ensure that your application demonstrates how you meet the criteria. You may include voluntary, unpaid and paid work.

Essential	Desirable	Assessed By
Qualifications		
- Registered Nurse (Adult) with current NMC registration. - Recognised teaching, assessing or mentorship qualification, or willingness to work towards one. - Practice Assessor/Supervisor qualification or equivalent experience of competency assessment.	- Degree level qualification or equivalent experience. - Qualification in education, coaching or simulation-based training.	NMC Pin, CV
Experience		
- Post-registration clinical nursing experience. - Experience of providing leadership, coaching and support within clinical practice settings. - Experience of delivering education, teaching and staff development activities for multidisciplinary teams. - Experience of competency assessment and supporting staff to achieve clinical competencies. - Experience of implementing evidence-based practice and supporting changes in clinical practice.	- Experience of research and clinical audit. - Experience in palliative and end of life care. - Experience of policy implementation and practice development. - Experience of quality improvement, audit or service evaluation. - Experience of developing educational resources or e-learning materials. - Experience of using incidents, audit findings, patient feedback or service reviews to inform education and practice development.	CV and Interview
Knowledge, Skills and Abilities		
- Excellent communication, interpersonal, leadership, organisational and time management skills. - Ability to assess clinical competence, provide constructive feedback and support staff development through supervision, coaching and competency assessment. - Ability to identify learning needs and design, deliver and evaluate effective learning and development interventions using adult learning principles. - Knowledge of clinical governance, patient safety, quality improvement and evidence-based practice,	- Knowledge of competency framework development and implementation. - Experience of developing educational resources, e-learning or simulation-based learning. - Knowledge of CQC standards and quality assurance frameworks. - Specialist knowledge or qualifications in palliative and end of life care. - Proficient in the use of recognised end of life care tools and frameworks.	Application form, interview and presentation / teaching exercise

including the ability to use learning from incidents, audit and feedback to improve care. • Ability to influence, motivate and support staff across professional groups and levels of experience. • Strong IT skills and the ability to utilise digital systems and learning technologies appropriately within the workplace. • Knowledge and understanding of palliative and end of life care principles. • Competence in core clinical nursing skills and the ability to teach and assess these skills in others.		
Personal Attributes		
• Approachable, supportive and credible role model. • Able to challenge practice constructively. • Flexible and adaptable. • Committed to continuous professional development. • Able to work independently and prioritise workload. • Car driver / owner or access to suitable transport arrangements to enable to undertake job. • Demonstrates a proactive, adaptable and solution-focused approach to practice development and service improvement.	• Passion for workforce development and lifelong learning. • Interest in innovation and service improvement.	CV, interview, references