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hospice care in your home or ours

# Job Description

Clinical Practice Educator

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**Job Title:** Clinical Practice Educator

**Department:** Practice Development

**Contract Terms:** Part-time

**Salary:** £26,283 per annum

**Location:** Swanscombe, Kent, DA10 0AB

**Responsible To:** Director of People & Development

**Accountable To:** CEO

**Manages:** Practice Development facilitator & Practice Development Administrator

## About

**Us:** The organisation operates an in-patient ward located at the Hospice in Northfleet, comprehensive community services for adults and children, and a variety of outpatient and Wellbeing services. All services are supported and delivered through a multidisciplinary team (MDT).

The adult in-patient ward currently accommodates 7 beds. The Medical Service provides dedicated support to adult inpatients and outpatients, including ward rounds, admissions, home visits, and participation in MDT meetings.

The Adult Living Well Service offers outpatient clinics along with Physiotherapy, Occupational Therapy, and Wellbeing Services. These include Complementary Therapy, Counseling, Bereavement Support, Family and Carer Support, and Chaplaincy.

The Community Service comprises the Adult Hospice at Home Team and the Care Home Support Team. The Medical Team supports these services by reviewing patients in clinics, at home, and in nursing homes.

This service provides specialist nursing care and hands-on support, as well as short breaks for children with cancer or life-limiting care needs in their own homes. Medical support for the Children's Team is delivered by the young person's GP and consultants from tertiary centres in London.

The core area of service includes Dartford, Gravesham, and Swanley, covering a population of approximately 270,000 people, including over 45,000 adults aged 65 and above.





## Scope and Job Purpose:

The Clinical Practice Educator will support training across clinical and non-clinical teams within the hospice, as well as external stakeholders including care homes, social care, community NHS trusts, universities, and businesses. They will also develop strong partnerships with external education providers to broaden the reach of the hospice's educational offerings, ultimately supporting high-quality palliative and end-of-life care.

In addition, they will proactively seek opportunities to identify education needs in the locality and collaborate with partners to meet these needs. The role will involve working with senior clinical colleagues to ensure the clinical workforce has the necessary skills to provide safe and effective care.

As an experienced nurse, they will lead the development and delivery of specialist clinical programmes, utilising advanced clinical knowledge. They will also work with higher education institutions and other establishments to develop, deliver, and evaluate programmes at academic levels. Furthermore, they will lead the Practice Development team, ensuring compliance with national legislation and fostering a culture of continuous learning.



# Main Duties and Responsibilities:

## Key Responsibilities

### Education Strategy Development and Implementation

- Collaborate with the Director of People & Development to shape and implement the hospice education strategy.
- Embed clinical, core, and professional competencies throughout the clinical workforce.
- Plan and evaluate an organisation-wide education programme covering mandatory, clinical and specialist palliative care topics.
- Deliver specialist clinical training programmes to clinicians at all levels.
- Inform and support the development of career pathways for Apprentices, HCAs, Associate Nurses, RNs, Nurse Prescribers, AHPs and medical teams.
- To work with clinical teams in practice to assess, sign off competencies and support individuals as part of their development needs.

### Leadership and Team Development

- Lead and manage the Practice Development team, including the Practice Development Facilitator and Administrator.
- Promote a culture of learning and continuous improvement within the hospice.
- Support the development of colleagues, especially those with identified learning needs.

### Collaboration and External Partnerships

- Work collaboratively with local hospices, healthcare providers, and universities to develop and deliver educational programmes.
- Build relationships with local colleges and other education providers for partnership working.
- Develop innovative and creative ways to deliver education effectively, utilising technology where appropriate.

### Income Generation and Funding

- Identify and pursue opportunities to expand income-generating activities through educational partnerships and external training packages.
- Seek diverse funding opportunities via grants and bids to support sustainable income streams for educational activities.

### Quality Assurance and Continuous Improvement

- Lead a peer support quality assurance process to ensure the high standard of educational delivery.
- Audit the educational programme on an annual basis in collaboration with clinical leads.
- Ensure all education programmes comply with local, regional, and national guidelines and policies.

### Professional Development and Compliance

- Maintain up-to-date clinical skills and role model expert care to colleagues and learners across hospice settings.
- Ensure all programmes are culturally sensitive and consider the needs of underrepresented communities.
- Represent the hospice at local, regional, and national meetings, as directed by the line manager.



## Governance:

- Update documentation and policies as required either from changes in employment law or our terms and conditions.
- To ensure that manual and computerised data is managed within the requirements of GDPR.

## General:

- Adapts and develops in line with the changing needs of the role.
- Acts as an ambassador for ellenor to raise the profile of the organisation at a local, regional and national level, as required.
- Works flexibly across sites and departments from time to time as may be requested by their managers.
- Undertakes other duties commensurate with the seniority of the post as may be requested by their managers.
- To follow all policies and procedures.
- To always work within one's own professional Code of Conduct.
- To be aware of the staff values of ellenor and to behave as a fit representative.

## Health and Safety:

- The post holder has responsibility to take reasonable care of self and others in relation to managing risk, health and safety and will be required to work within the appropriate policies and procedures.

# Person Specification:

(All criteria are essential unless stated otherwise)

## Education / Qualifications:

- Level 1 Registered Nurse
- Degree or equivalent level of experience
- Post-registration degree-level study (Level 6 or 7) in a related area of clinical practice
- Advanced communication skills
- Palliative Care qualification (or willingness to work towards)
- Teaching qualification (or equivalent experience of teaching to a high level of clinical expertise)
- Evidence of continued professional development
- Management qualification
- Completion of a train-the-trainer programme

## Experience:

- Significant experience working as a Band 7 nurse in specialist palliative care.
- Experience in planning, developing, delivering, and evaluating education and training for the multidisciplinary team.
- Experience of working as part of a multidisciplinary team
- Experience in leadership and team management

## Knowledge, Skills and Attributes:

- Up-to-date and senior clinical expertise in palliative care
- Strong teaching, assessment, and presentation skills
- Ability to lead, inspire, and motivate a team.
- Excellent verbal and written communication skills
- Strong organisational and time management skills
- Self-motivated with the ability to work independently and as part of a team.
- Ability to influence at all levels of the organisation.
- High-level understanding of clinical governance and the role of education in supporting this
- Knowledge of palliative and end-of-life care policies, guidelines, and best practices
- Experience with e-learning and virtual classroom delivery
- Advanced IT skills, including Microsoft Office
- Commitment to personal and professional development

This job description is not intended to be restrictive but is an outline of the main duties. The job description will be reviewed periodically to consider developments in the organisation, department or role.