Position Description

Position Title	Clinical Nurse Educator, Graduate Program (Foundations of Paediatric Practice)
Department / Division	Nursing Education/ Nursing Services
Classification	EDUCATOR (Major) QRED 3 (RN35)
Position reports to	Operational and Professional: Nursing Education Coordinator- Early Career Programs
No. of direct and indirect reports	NA
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids.

The Royal Children's Hospital

The Royal Children's Hospital's (RCH) vision is *A world where all kids thrive*.

RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts.

RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria. Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of $850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries.

We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards https://www.rch.org.au/quality/child-safety/.

RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.

Further information on RCH is available at www.rch.org.au

ROLE CONTEXT

The Clinical Nurse Educator – Graduate Program plays an important role in supporting graduate nurses undertaking initial employment across The Royal Children's Hospital. Working collaboratively with Nursing Education Coordinator, nursing staff, preceptors and clinical teams, the Clinical Nurse Educator contributes to the delivery of high-quality clinical learning experiences that support graduate nurse development within a specialist paediatric environment.

The role fosters positive learning environments, supports learner engagement and professional growth, and contributes to the implementation and continuous improvement of learner activities. Through collaboration and educational support, the Clinical Nurse Educator promotes excellence in clinical education, evidence-based practice and family-centred care.

ROLE PURPOSE

Reporting to the Coordinator, Early Career Programs, the Clinical Nurse Educator –Graduate Program supports graduate nurses across The Royal Children's Hospital.

The role works in partnership with educational and operational leadership, clinical teams and graduate nurses to facilitate learning opportunities and contribute to positive learner experiences. The Clinical Nurse Educator provides educational support and guidance to graduates and preceptors, promotes professional nursing standards and contributes to the evaluation and enhancement of learner experiences across the organisation.

KEY ACCOUNTABILITIES

Clinical Practice

- Provide clinical guidance, support and mentorship to graduate nurses participating in Foundations of Paediatric Practice programs.
- Support graduate nurses to consolidate clinical knowledge, skills and professional behaviours within a paediatric healthcare environment.
- Work collaboratively with graduate nurses, preceptors and clinical teams to support the development of clinical reasoning, professional identity and safe clinical practice.
- Act as a resource regarding graduate nurse learning requirements, program expectations and professional practice standards.
- Facilitate graduate nurse orientation, clinical learning activities and transition to practice support.
- Work collaboratively with preceptors and clinical teams to optimise learning opportunities and clinical experiences for graduate nurses.
- Support staff to engage with graduate nurses experiencing learning or performance challenges through timely feedback, escalation and support processes where appropriate.
- Promote evidence-based, family-centred care within all graduate nurse learning experiences.

Optimising Health Systems

- Coordinate graduate nurse program activities across clinical areas.
- Manage program administration, documentation and reporting requirements associated with graduate nurse programs.
- Maintain effective working relationships with internal and external stakeholders supporting transition to practice programs.
- Act as a key point of contact for graduate nurses, preceptors and clinical teams regarding program requirements and learning opportunities.
- Monitor graduate nurse program activity, workforce requirements and clinical rotations across the organisation.
- Contribute to the development, implementation and review of resources, processes and documentation related to graduate nurse programs.
- Participate in organisational committees, projects and initiatives relevant to nursing education and workforce development.
- Support effective communication between graduate nurses, clinical teams and education stakeholders to promote positive learning experiences.

Education

- Facilitate educational activities that support graduate nurses throughout their transition to practice program.
- Deliver theoretical and practical paediatric nursing education that supports graduate nurse learning, development and clinical competence.
- Provide educational support to preceptors and clinical staff to assist them in guiding and supporting graduate nurses.
- Contribute to the development, implementation and evaluation of educational resources and learning activities.
- Support graduate nurse assessment processes in collaboration with preceptors, nurse unit managers and clinical teams.
- Support collaborative learning opportunities across disciplines and clinical settings.
- Promote reflective practice, professional development and evidence-based nursing care.
- Maintain contemporary knowledge of graduate nurse program requirements, transition to practice frameworks and best-practice educational approaches.

- Contribute to the evaluation of learning experiences to support continuous improvement.

Research and Innovation
- Promote evidence-based practice within graduate nurse learning environments.
- Contribute to quality improvement activities relating to graduate nurse programs, transition to practice experiences and workforce development.
- Coordinate the evaluation of graduate nurse education activities and learning outcomes.
- Review and respond to feedback from graduate nurses, preceptors and clinical teams to inform continuous improvement.
- Contribute to the development and review of educational resources, policies and procedures.
- Participate in audits, evaluations and review activities related to nursing education and graduate nurse programs.
- Support research and scholarly activities that promote excellence in paediatric nursing education and transition to practice programs.

Professional Leadership
- Act as a role model, demonstrating professionalism, accountability and a commitment to lifelong learning.
- Provide clinical leadership through expert teaching, guidance and support of graduate nurses, preceptors and clinical staff.
- Foster a positive culture of learning, reflective practice, innovation and professional growth.
- Build and maintain effective collaborative relationships with key stakeholders.
- Support the delivery of nursing education priorities through collaborative practice.
- Promote professional nursing standards, accountability and evidence-based practice.
- Demonstrate and promote culturally safe practice, supporting equity and improved health outcomes for Aboriginal and Torres Strait Islander peoples.
- Advocate for high-quality clinical learning environments that support graduate nurse wellbeing, inclusion and success.
- Participate in professional development, clinical supervision and reflective practice activities.
- Promote the values, professional standards and expectations of The Royal Children's Hospital.

QUALIFICATIONS AND EXPERIENCE

Essential:
- Current registration as a Registered Nurse with the Nursing and Midwifery Board of Australia (NMBA), administered through the Australian Health Practitioner Regulation Agency (AHPRA).
- Demonstrated commitment to ongoing personal and professional development, evidenced through a Continuing Professional Development (CPD) record and/or Professional Practice Portfolio.
- Postgraduate qualification in Nursing, Education, Paediatrics or a related discipline, or working towards completion.
- Demonstrated knowledge and application of adult learning principles and contemporary educational practices.
- Demonstrated experience in the clinical education, supervision, support and assessment of graduate nurses
- Demonstrated commitment to culturally safe, inclusive and person-centred practice, including improving outcomes for Aboriginal and Torres Strait Islander peoples.
- Excellent communication, organisational and interpersonal skills, with the ability to support learners across diverse clinical and educational environments.

Desirable:
- Experience coordinating and facilitating learning across settings
- Demonstrated proficiency in the use of learning management systems, placement management systems and other educational technologies.
- Demonstrated understanding of professional, regulatory and organisational requirements relating to student clinical placements and supervision.
- Demonstrated ability to develop and maintain effective collaborative partnerships with universities, clinical teams and other key stakeholders.

KEY SELECTION CRITERIA

- Demonstrated advanced clinical knowledge and experience
- Demonstrated commitment to excellence in clinical education and the development of graduate nurses.
- Sound understanding of undergraduate nursing curricula and learning outcomes that prepare graduate nurses for practice.

- Demonstrated ability to facilitate learning and create positive clinical learning experiences within the healthcare environment.
- Demonstrated ability to support, coach and mentor graduates to develop clinical competence, critical thinking and professional behaviours.
- Demonstrated ability to coach and support teams to provide constructive feedback, contribute to learner assessment processes and support individual learning needs.
- Demonstrated ability to establish and maintain effective relationships with graduates, clinical staff and other key stakeholders.
- Excellent verbal, written and interpersonal communication skills.
- Strong organisational skills, with the ability to manage competing priorities and coordinate graduate learning activities across multiple clinical areas.
- Demonstrated commitment to evidence-based practice, quality improvement, reflective practice and ongoing professional development.
- Demonstrated understanding of and commitment to culturally safe practice and healthcare equity for Aboriginal and Torres Strait Islander peoples.

OTHER REQUIREMENTS

- Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment.
- Employees are required to maintain a valid Working with Children's Check throughout their employment.
- A current, full driver's licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g., wearing glasses) while undertaking hospital duties (If applicable)
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Curious - We are creative, playful and collaborative
- Courageous - We pursue our goals with determination, ambition and confidence
- Inclusive - We embrace diversity, communicate well, build connections and celebrate our successes together
- Kind - We are generous, warm and understanding

RCH COMPACT

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture

- We do better work caring for children and families when we also care for each other
- I bring a positive attitude to work – I share, I laugh, I enjoy other's company
- I take responsibility for my behaviour and its impact on others
- I am curious and seek out ways to constantly learn and improve
- I celebrate the good stuff, the small stuff, the big stuff – it all matters
- I speak up when things aren't right
- I value the many different roles it takes to deliver great patient care
- I actively listen because I want to understand others and make better decisions
- I am inclusive and value diversity
- When it comes to teamwork, I don't hold back – I'm all in

QUALITY, SAFETY AND IMPROVEMENT

RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures

- Identifying risks, reporting and being actively involved in risk mitigation strategies
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTQI community and people with disability.

Position description last updated	**July 2026**