Position Description

Position Title	Clinical Nurse Educator – Student Programs
Classification & Salary Range	Educator (major) RN35
Agreement Name	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024 - 2028
Position Reports To	Associate Director, Student Programs, Eastern Health Institute
Last Updated	April 2026

Position Purpose

The Clinical Nurse Educator is responsible for supporting and motivating the nursing /midwifery workforce in the delivery of excellence in clinical standards to support nursing and midwifery student programs requirements across all Eastern health sites. The position is of clinical leadership and collaborates with Nurse/Midwifery Managers and senior staff to provide guidance and development of staff in supporting student programs.

The Clinical Nurse Educator, student programs will liaise with internal stakeholders within operational teams, Eastern Health Institute and external stakeholders such as Education Providers to ensure all governance and clinical requirements of the program are met in accordance with Department of Health guidelines, operational requirements and feedback/evaluation of learners.

Major Duties and Responsibilities

Clinical and Professional Leadership

- Maintains governance of the programs in line with the Department of Health and Human Services requirements and recommendations.
- Supports the development and implementation of policies, procedures, strategies and projects
- Participates and contributes to the Pre-Registration/student programs team meetings and initiatives.
- Promotes the development, identification and implementation of evidence-based practice.
- Promotes participation in research and quality improvement activities.
- Demonstrates leadership in staff meetings via identification of relevant issues.
- Displays leadership of individual profession as part of working parties, committees and internal/external forums.

- Acts as a role model for staff within Eastern Health.
- Assists in raising the profile of novice learner programs by representing Eastern Health at external stakeholder meetings/events such as education providers.

Technical & Clinical Skills

- Demonstrates expertise through knowledge of research, new developments and evidence-based practice in clinical education and displays the capacity to exhibit this knowledge across the service.
- Demonstrates clinical expertise with a consulting role to both internal and external stakeholders and displays the ability to apply clinical knowledge to a variety of settings.
- Accept accountability for addressing clinical nursing/midwifery practices that are not consistent with policies, procedures and evidenced based research, when it pertains to the 'student/novice' staff member.
- Works collaboratively with Nurse/Midwifery Managers, Occupational Health and Safety and Clinical Governance teams, to implement strategy and recommendations following patient/consumer/staff/student incidents related to student placements.
- Work collaboratively with Nurse/Midwifery Managers in guiding and supporting the nursing/midwifery workforce to achieve clinical practices consistent with policies, procedures and evidenced based research.
- Ensures all 'student/novice' staff within educational programs/courses have timely informal feedback and active performance review and development plans.
- As necessary and in consultation with Clinical Educators and Education providers, progress and support the process for students at risk of not meeting placement requirements.
- Participates and where assigned coordinate and manage novice learner and team recruitment, as appropriate.

Communication

- Demonstrates advanced verbal and written communication skills in all professional domains of practice, including conference presentations, publications and research/project proposals.
- Demonstrates the capacity to effectively with internal and external peers, stakeholders and clients.
- Demonstrates proven ability to negotiate conflict resolution.

Organisational Skills

- Leads nursing and midwifery student placement planning and coordination
- Advanced personal leadership skills including prioritisation, time management and ability to work autonomously.
- Ability to synthesise data and develop comprehensive reports at the direction of Eastern Health Institute.
- Assists in monitoring and reflecting on program specific key performance indicators.

Organisational Knowledge/Development

- Demonstrates strong corporate/organisational knowledge and has established, or has the capacity to establish, a strong professional network with the key stakeholders.
- Demonstrates a capacity to facilitate the strategic direction of Eastern Health, reflecting a clear understanding of the key issues within the public health system.
- Contributes to and demonstrates accountability in the development and monitoring of education programs and projects aligned to the Eastern Health Education and Research action plan.
- Identifies clinical risk and is able to support the implementation of education strategies to support best clinical practice.
- Actively contributes to preparation for and achievement of Accreditation Standards.
- Fosters leadership in other staff by facilitating their participation in education activities and other initiatives as an active participant in succession planning.
- Contributes to the development and review of Eastern Health Institute policies and procedures and encourages participation of other staff in this process.
- Eastern Health policies and clinical procedures/guidelines in practice and instill the same principles in others.

Professional Development and Supervision

- Integrates Eastern Health Institute Education and Research Action Plan into relevant internal and external professional development activities.
- Acts as a role model in demonstrating a strong commitment to professional development.
- Leads and continues to develop a supportive learning environment for all learners at Eastern Health.
- Utilises an evaluation framework to support the continued improvement of Learning and Teaching at Eastern Health.
- Liaises and seeks supervision from line manager with respect to both department/program strategic direction.
- Liaises and seeks supervision from line manager with respect to own performance management/expectations.

Teaching and Research

- Demonstrates an ability to initiate, implement and evaluate research and quality projects, seeking opportunities to present/publish activity and encourages other staff to do so.
- Promotes an organisational commitment to research and significant quality activities.
- Demonstrates leadership in the practice of teaching and training in the clinical setting.
- Promotes a culture of continuous improvement by evaluating education programs and ensuring relevance to great patient care through the use of data driven approaches to monitor participation and learning outcomes.
- Contributes to collaborative links with teaching organisations, health services and professional bodies in order to facilitate and promote learning opportunities for clinicians.
- Identify potential for research/quality improvement projects through gap analysis, reflection on evidence-based practice and benchmarking.
- Develop strong links with EH research leaders in order to develop research skills and interest in staff members.
- Facilitates education and promotes a culture of evidence-based practice and ongoing professional development within Nursing and Midwifery.

Professional Leadership

- Initiates and promotes innovative service delivery.
- Initiates and leads working parties at an Eastern Health level.
- Recognises and facilitates the process of change within the department/program.
- Acts as a role model for staff within the Eastern Health Nursing and Midwifery teams and Eastern Health Institute.
- Develops strong links with the key stakeholders to ensure streamlined service delivery.

Key Selection Criteria

Essential Selection Criteria:

- Registered Nurse with current AHPRA registration

- Clinical experience with education programs including experience in clinical practice supervision of learners (i.e students, graduates).
- Demonstrated leadership with the ability to inspire, influence and motivate staff and to contribute to and foster a positive learning culture.
- Demonstrated organisational and planning skills with strong attention to detail
- Advanced interpersonal skills, including oral and written communication, leadership and conflict management.
- Proficient with Microsoft Office Suite
- Australian Drivers Licence

Desirable Selection Criteria:

- Previous experience in a similar role or at senior clinical level ie CNE or equivalent
- Research, publication and public presentation skills
- Experience in creating change to work practices in a health care organisation

Qualifications

- Postgraduate qualification, or currently enrolled in relevant to profession
- Certificate IV in Workplace Training and Assessment (desirable)

Eastern Health's Promise

Our promise to our communities, patients, consumers and staff is that we will be HEALTHIER TOGETHER. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future. Read more about Eastern Health's strategic goals here.

Our Commitment to Diversity, Equity and Inclusion 

Eastern Health is committed to creating a diverse and inclusive environment that welcomes and values all people. We recognise that diversity is essential in ensuring Eastern Health provides the best service to its consumers.

Aboriginal and Torres Strait Islander people, people from the LGBTIQA+ community, people living with disability and those from a culturally and linguistically diverse background are strongly encouraged to apply.

For more information, please click here.

Aboriginal and Torres Strait Islander Candidates

Eastern Health's First Nations Employment Plan 2026 – 2028 was released in July 2026. With a strong focus on cultural safety and belonging, actions included in the Employment Plan provide practical support for all Aboriginal and Torres Strait Islander people.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways. For support, please contact our Aboriginal Employment Coordinator, Aboriginal.Workforce@easternhealth.org.au

Important Information

All new and existing employees are committed to the following to uphold Eastern Health's Promise and Values:

- Uphold confidentiality as per the Privacy Act 2000 and the Health Records Act 2001
- Comply with Eastern Health code of conduct and Policy and Procedures
- Comply with Eastern Health performance standards and industry professional standards
- Participate in continuous monitoring an improvement
- Comply with legislation and accreditation standards
- Ensure service and care are consistent with the Eastern Health approach to patient and family centred care
- Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity. For more information, please click here.

Occupational Health and Safety, Quality and Improvement

Eastern Health is committed to providing and maintaining a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, particularly those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensations (WIRC) Act 2013.

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

- 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.

For more information about Quality and Safety please click here and for Staff Wellbeing please click here.

Final Note

Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Vaccination against infectious disease is a mandatory requirement of this role. An offer of employment is conditional on you providing evidence that you are currently vaccinated against influenza prior to commencing employment.

Application Support

If you need support or adjustments during the application or recruitment process, please contact the hiring manager or our Talent Acquisition team on (03) 9955 7555 (option 1). For current employees please select option 2.

Candidate Statement

I _____ have read, understood and accepted the above position description and associated attachments.

Signed: _____ Date: _____