

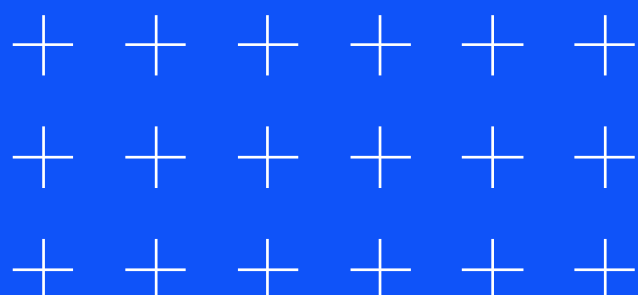


**The Royal
Melbourne
Hospital**

**Advancing
health
for everyone,
everyday.**

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

Clinical Nurse Educator

THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we've moved forward with purpose. Always at the forefront, leading the way on improving the quality of life for all.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

OUR VISION

Advancing health for everyone, every day.

THE MELBOURNE WAY

At The RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it The Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

People First



People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

Lead with Kindness



Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

Excellence Together



True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

OUR PRIORITIES

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

1. Be a great place to work and a great place to receive care
2. Grow our Home First approach
3. Realise the potential of the Melbourne Biomedical Precinct
4. Become a digital health service
5. Strive for sustainability



Position Description

Position Title:	Clinical Nurse Educator
Service:	Nursing Services
Location:	The Royal Melbourne Hospital – City and Royal Park Campuses
Reports To:	Assistant Director of Nursing, Nursing Education
Enterprise Agreement:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024–2028
Classification:	RN35 Educator (Major)
Employment Status:	Part Time, Fixed term Period
Immunisation Risk Category:	Category A
Date of Review:	August 2026

POSITION SUMMARY

The Clinical Nurse Educator (CNE) plays a pivotal leadership role in fostering a culture of clinical excellence and continuous learning. This position is responsible for the coordination, delivery, and evaluation of evidence-informed education and professional development initiatives that align with organisational priorities and support the capability and confidence of nursing staff across the unit.

The CNE is a key member of the clinical education team, working in collaboration with the broader education team and reporting to the Assistant Director of Nursing - Nursing Education (ADON) to support the delivery of safe, high-quality, person-centred care.

Department Description

Nursing Education is committed to supporting, inspiring and encouraging lifelong learning, by empowering nurses to provide excellence in patient centre care.

Our Clinical Education team are professional role models, providing support for formal nursing programs (Undergraduate, Graduate and Post Graduate) and continuing education opportunities and initiatives for all nursing staff.

The Department works collaboratively with the Clinical environment, Research, our Precinct partners and our University Affiliations to embrace innovation, diversity and evidence-based best practice and patient care.



KEY ACCOUNTABILITIES

- Design, implement, and evaluate structured learning programs that reflect current best practice, national standards, and local service needs.
- Provide clinical education and support to nursing staff across all levels of experience, including graduates, students, and experienced clinicians.
- Facilitate the integration of evidence-based practice into daily clinical care, promoting a culture of inquiry and continuous improvement.
- Collaborate with multidisciplinary teams to identify learning needs and develop responsive education strategies that align with organisational goals.
- Support the onboarding and orientation of new staff in supported educational programs, ensuring a smooth transition into the clinical environment.
- Contribute to workforce capability planning by identifying skill gaps and supporting succession planning through growth targeted development.
- Maintain accurate records of education activities and contribute to reporting requirements for internal and external stakeholders.
- Participate in quality improvement initiatives using data to inform education priorities and practice development.
- Actively engages in and facilitates professional development opportunities and maintain current knowledge of clinical education methodologies and healthcare trends.
- Fosters and facilitates professional development sessions by actively contributing to supported educational programs to match the needs of the organisation.

KEY RELATIONSHIPS

Internal

- Reports to: Assistant Director of Nursing – Nursing Education
- Works closely with: Clinical Leadership teams, Clinical Nurse Consultants, Preceptors, Multidisciplinary teams, Quality & Safety teams
- Liaises with: Professional bodies, and external education providers as required



KEY SELECTION CRITERIA

Formal Qualifications:

- Current registration with AHPRA as a Registered Nurse
- Minimum 5 years of recent clinical experience in a relevant specialty area
- Postgraduate qualification in a relevant specialty area
- Demonstrated ability to apply adult learning principles and contemporary education strategies in clinical settings
- Proven ability to lead and influence practice change through education and mentorship
- Strong interpersonal and communication skills, with the ability to build effective relationships across disciplines
- Commitment to professional development and evidence-based practice
- Experience in contributing to quality improvement and service development initiatives
- Recent completion of preceptorship program

Essential:

- Working with Children's Check, Immunization Assessment and Police Check

Desirable:

- Masters qualification in a relevant clinical area or working towards

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values and behaviours, being a role model for living the values;
- Completion of mandatory training activities including training related to the National Standards;
- Participation in The RMH and Division/Service specific business planning process (if required);
- Achievement of RMH and portfolio specific KPI targets as they apply to areas of responsibility;
- Participation in and satisfactory feedback through the annual performance review process; and, where applicable, ensure direct reports have individual development plans including an annual review;



AT THE RMH WE:

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Equitable, Person-centred Care (STEP) in line with our clinical governance framework.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

OUR COMMITMENT:

- **Equity, Inclusion, Belonging and Safety**
 - As a leader in healthcare, we recognise the need to foster a culture of equity, inclusion, and belonging — safe spaces where every individual is empowered to be their authentic self, contributing meaningfully to the collective well-being of our community.
- **First Nations Commitment**
 - We acknowledge and pay our respects to the Traditional Owners of the lands on which we work and stand in solidarity with Aboriginal and Torres Strait Islander peoples. We are committed to creating a culturally safe environment that honours First Nations voices, knowledge, and self-determination through inclusive governance, respectful policies, and a steadfast commitment to anti-racism. The Royal Melbourne aspires to lead by example in addressing the injustices of colonisation and its ongoing impacts.
- **Child Safe Standards**
 - RMH is a child safe organisation. We are dedicated to fostering an environment that respects and upholds the rights of children and young people, in line with the Child Safe Standards. We actively embed these standards in our culture, policies, and practices, ensuring that the safety and wellbeing of children and young people is a central priority.
- **Equal Opportunity and Accessibility**
 - We are proud to be an equal opportunity employer that champions diversity in all its forms. We value the strengths and perspectives that come from people of all backgrounds, identities, abilities, and lived experiences. We encourage applicants from all communities, and we will provide reasonable adjustments to support equitable participation.
- **Thriving Together**
 - Together, we are committed to fostering an environment where everyone feels respected, safe, and empowered to thrive.

ACCEPTANCE

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

Employee Signature

Employee Name (please print)

Date
