**Regional Clinical Educator – Midlands, Northeast & Northwest England**

£50,000 + £5000 Car Allowance plus benefits

**THE ROLE**

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| Job Title: | Regional Clinical Educator | Budget accountability: | N/A |
| Role Level: | TBC | Number of direct reports: | Head of Learning & Development |
| Reporting to: | Head of Learning & Development  | Office location: | Regional – Midlands, Northeast & Northwest England |
| Department/Team: | Learning & Development |  |  |

**Role purpose**

The Regional Clinical Educator role will play an integral part in facilitating the development, delivery and evaluation of an education and training programme for clinical and non-clinical staff, to ensure the workforce is competent to provide high quality, evidence based care for our clients.

**Principle accountabilities**

A Regional Clinical Educator is responsible for designing, delivering, and evaluating clinical education programs to ensure staff competency and compliance with regulatory standards. They provide support and mentorship to staff, conduct regular assessments to identify training needs, and collaborate with other departments to maintain high-quality care. Additionally, they ensure all training meets professional body requirements, document progress, and offer specialised training to address specific care needs.

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Key Responsibilities:

* Provide a range of educational approaches and learning events, including face to face, e-learning and blended learning, to meet the needs of all staff
* Plan, design, and deliver training programs for clinical and non-clinical staff in order to meet the needs of our client base. Training includes mandatory, non-mandatory, bespoke specialised training and onsite training sessions to specific staff groups
* Manage and update classroom bookings and attendance on the LMS
* Analyse and collate any learning needs that have been identified by clinical staff during their supervision/appraisal reviews and use the data to inform the training plan and budget requirements
* Actively contribute to creating a positive learning environment within the company
* Conduct training needs analysis and support workforce development.
* Offer expert advice in clinical practice, ensuring up-to-date, evidence-based approaches are implemented.
* Support clinical skills training and competency assessments
* Support existing train the trainers with the reviewing and refreshing of materials to monitor and improve the effectiveness of their sessions
* Support with reviewing and updating competency policies and training programmes.
* Promote equality and diversity in education.
* Share new initiatives and career development opportunities.
* Evaluate clinical learning programs and maintaining training records.
* Champion and raise awareness of the benefits of effective education to improve patient care and promote best practice through effective induction, assessment and training of nursing staff
* Review potential clinical training venues
* Review and advise on equipment lists for clinical training

**Candidate profile**

Knowledge, experience and qualifications

* Registered Clinical Professional Degree educated (or relevant experience) with current registration and significant experience
* Experience in a clinical role in specialist healthcare
* Experience of teaching, assessing and supervising
* Working knowledge of training needs analysis, planning and facilitation of adult based learning, mandatory and priority training requirements, different learning styles and application in delivering education and training
* Working knowledge of clinical assessment skills for clinical non-registered and registered staff
* Working knowledge of evidence-based practice
* Knowledge of current national agenda for health and social care
* Skilled in coaching and supporting staff, appraisals, inductions and mentoring
* Able to work independently and collaboratively to implement innovative practice
* Able to challenge practice if required and manage change
* Competent IT skills
* Research skills: searching literature for evidence-based practice and critical analysis of the literature
* Group facilitation skills & experience of developing initiatives to develop staff
* Core soft skills: communication, time management, organisation, presentation, teaching and facilitation, leadership, evaluation

**This is a regional role with travel across the Midlands, a driving license is essential.**

A bit about you Skills and Behaviours:

* Excellent communication skills. You are a confident, clear communicator with a flexible and constructive approach to your internal and external stakeholders, and to the team alike.
* Flexibility and pragmatism, an ability to self-plan and respond to shifting priorities.
* The ability to act as a role model for best practice and actively promote a positive working environment.
* You remain calm and professional in busy periods, handling queries with expertise.
* Have enthusiasm in busy periods and ability to work in a team.

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| **Sonderwell provides expert care for people with complex healthcare needs in the comfort of their own home, supporting each person to live a fulfilling and independent life as possible.** | **We aim to lead the way in complex home healthcare by investing in our people through training, personal development, team working and caring for their wellbeing.** We are a people first organisation that has a committed and skilled multi-disciplinary team which includes specialist and community nurses, highly trained care staff and dedicated care coordinators who focus on delivering person-centred care and will always be striving to continually improve everything they deliver. We are investing in our people to enhance clinical practice whilst using progressive technology to improve outcomes for the people we support and our partners. |

**A values-driven organisation**

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| Proud  | We stand for people | Pioneering |
| We are proud of our amazing team, their commitment, and the work they do. Together we go all out to make a difference every day. | We will care passionately at every touchpoint, empowering the people we support to live the most fulfilling life they can. | We will always challenge for better. Investing in progressive technologies and practices, we will share our experience within the care sector. |
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| Caring | It’s all about you | Beam happiness |
| We will always be there, side-by-side with everyone in our organisation. We will support individuals’ choices and decisions and care deeply, enabling us to create meaningful connections with people. | We plan and deliver with compassion, based on what really matters. Your life is unique, and we want you to live it your way. | We believe happiness is a feeling of hope and purpose. Happiness is something we give freely, improving our own wellbeing and that of everyone we interact with. |