

Nurse Lead – Practice Development and Digital Learning – (fixed term – 12 months) Clinical Services



Our Purpose

People enjoy the best sexual and reproductive health and rights

Role Statement

To use our expertise and courageous voice to advance equitable access to sexual and reproductive health services and information



Our values:

Manaaki - Equity, Respect, Integrity

Tika - Rights, Trust, Doing the right thing, Professionalism

Manawanui - Challenging boundaries, Boldness, Courage

Mahi Tahi - Collaboration, Working together.

Our Commitment to Te Tiriti o Waitangi

We are committed to giving effect to the principles of Te Tiriti o Waitangi to achieve equitable sexual and reproductive health and rights outcomes for Māori. We acknowledge that Te Tiriti must be the foundation for our relationships with Māori in the way we provide services, operate and govern. This approach is central to achieving our mission and our strategic vision of whakamanahia - equity, access, choice.

Our Commitment to Sustainability

We are committed to raising awareness of the links between climate change, resilience, sustainability and Sexual and Reproductive Health and Rights. We continually look for ways we can reduce waste and assess the environmental impact of current and new initiatives, making decisions that promote long-term sustainability.

About Sexual Wellbeing Aotearoa

We are Aotearoa New Zealand's leading sexual and reproductive health organisation. We believe people should have equitable access to quality services and information so they can make informed choices about their sexual and reproductive health.

About our People

Our people need to be adaptable, contributing, innovative and committed to our vision and mission. Our people are at the centre of our success and fundamental to progressing our strategic vision. We all have a responsibility for realising our dedication to diversity, equity and inclusion. We want our workplace to be safe, healthy and inclusive and everyone has an important role in contributing to this. We encourage open and honest communication so our people to feel supported to bring their best self to work.

About the position

The Nurse lead – Practice Development and Digital Learning is responsible for designing, implementing, and evaluating educational programs to support the professional development, clinical competency, nursing pathway and ongoing training needs of the nursing workforce.

This role collaborates with nursing leadership, clinical staff, and other stakeholders to ensure high-quality client care through a skilled and knowledgeable nursing team practicing at the top of their scope.

The role develops and provides resources to ensure workforce engagement and continuity in professional development and career pathways, promoting professional and practice standards.

This role is fixed term for 12 months to support the design and establishment of national nursing education programmes to create a robust framework for ongoing use.

Relationships

Reporting to
Responsible for

Director of Nursing
nil

Who will you work with

Nurse and Medical Leads
Clinical Governance Group
Clinical Practice Team
Regional Managers
Managers, Clinic Services
Medical Director
Director of Clinical Services
Professional Training and Development (PTD) Team
Human Resources team

Role Accountabilities and expected results

Educational Program Development and Delivery

Accountability

- Design and implement comprehensive orientation, induction, and continuing education programs tailored to the needs of the nursing workforce, including new hires and experienced nurses.
- Develop training pathways incorporating current clinical standards, evidence-based practices, and organisational policies.
- Leverage Totara online learning platform to enhance nursing skills, improve patient outcomes, and advance the profession
- Utilise various online tools like discussion forums, virtual classrooms, and interactive simulations to facilitate in online learning

Expected Results

- All new hires complete orientation and induction within the designated timeframe, with high level of Nurses reporting confidence in their role readiness.
- Established training pathways on Totara allowing for flexible learning, enabling nurses to access educational materials at their convenience.
- Resources such as, manuals, workbooks and course materials have been created to reflect/match the training created and provided.
- Positive participant feedback for training delivery and content relevance.

<p>environments, providing guidance and support to learners.</p> <ul style="list-style-type: none"> • Maintain records of training and development activities, attendance, results of tests and assessments, and retraining requirements. • Source IPV and youth training opportunities to upskill family violence and youth champions. 	<ul style="list-style-type: none"> • Up to date records of training, attendance and retraining requirements. • Maintain a Record of Family Violence and Youth Champions • Ensure champions complete yearly updates in their relevant role
Competency Assessment and Skill Enhancement	
<ul style="list-style-type: none"> • In collaboration with the nurse leads, engages and enrolls staff in appropriate education i.e. clinical orientation, training pathways and professional development • Ensures online learning is completed and marked within set time frames and in collaboration with the nurse leads is supported by clinical supervision. • Role models Tikanga processes and Te Tiriti o Waitangi in clinical practice and actively facilitates the development of these skills within the clinical team. • In collaboration with the nurse leads, identify gaps in knowledge or practice and create targeted interventions to address them. • Maintain a record of approved clinical mentors and preceptors to ensure safety in clinical practice education 	<ul style="list-style-type: none"> • 95% of nursing staff achieve competency benchmarks within 6 months of hire or training intervention. • Nurses demonstrate increased understanding and application of Tikanga processes and Te Tiriti o Waitangi principles in their practice. • Reduction in skill-related reportable event reporting within 12 months of targeted training implementation. • Successful completion of hands-on training for Nurses requiring equipment or procedural updates annually. • Appropriately trained clinical mentors available across all regions
Mentorship and Support	
<ul style="list-style-type: none"> • In collaboration with the nurse leads support new Nurses during their transition into practice, ensuring a smooth integration into the workforce. • In collaboration with nurse leads, assesses the educational needs of the clinical nursing staff to increase uptake and completion of training pathways • Promote a positive learning environment that encourages questions, collaboration, and critical thinking. 	<ul style="list-style-type: none"> • Retention rate of new nurses within their first year of employment is improved. • Nurses report improved confidence and job satisfaction in post-mentorship evaluations. • Establishment of a mentorship program with participation of nurses.
Evaluation and Continuous Improvement	
<ul style="list-style-type: none"> • Evaluate the effectiveness of educational programs through feedback, performance metrics, and client care outcomes. 	<ul style="list-style-type: none"> • Training programs demonstrate an improvement in staff performance and nurses practicing at the top of their scope within the required timeframes.

<ul style="list-style-type: none"> • Responsible for maintaining records of staff training and certifications on Totara. • In conjunction with the DoN set KPIs for course and pathways completion • Stay current with advancements in nursing practice, education methodologies, and healthcare technology to continually enhance training offerings. 	<ul style="list-style-type: none"> • 100% of training records are up-to-date and audit-ready at all times. • Monthly reporting against KPIs to mitigate variances in course / pathways completion. • Incorporation of at least one new evidence-based teaching method or technology annually.
Compliance and Safety	
<ul style="list-style-type: none"> • Ensure all educational content aligns with the nursing council requirements and competencies. • Promote adherence to infection control, client safety and confidentiality, and ethical standards in all training activities. • Monitor and reinforce compliance with mandatory training requirements. 	<ul style="list-style-type: none"> • Nurses demonstrate an understanding of nursing council competencies in their practice. • 100% of nursing staff complete mandatory training requirements by their deadlines each year. • Reduction in safety-related incidents (e.g., needlestick injuries, protocol breaches).

About you – what you will bring to the role

Experience, Knowledge, and Qualifications

- RN/RGON, RCpN - with current practising certificate.
- Strong knowledge of adult learning principles and instructional design.
- Experience of developing educational modules for online learning platforms
- Excellent communication, presentation, and interpersonal skills.
- Proficiency in clinical skills within a sexual and reproductive health setting.
- Ability to analyse data and adapt programs based on feedback and outcomes.
- Collaborative mindset with a commitment to fostering diversity, equity, and inclusion in education.
- Participates in regular professional development for self in clinical and adult education.

Capabilities

- Implements strategy – aligns their work with strategic objectives and Sexual Wellbeing Aotearoa's vision of equity.
- Communicates clearly and listens – tailors messages so they are clear, succinct, respectful and resonate with different audiences.
- Innovative – open to innovative ideas and flexible ways of working and makes new suggestions to improve how we work.
- Supports organisational performance – suggests and acts on opportunities to do things differently, problem-solver and improves processes to achieve gains in effectiveness and efficiency.
- Builds internal relationships – contributes to their team, works collaboratively with others across the organisation and takes an organisation-wide view. Builds external relationships and interacts effectively with clients and other external stakeholders.
- Inclusive – welcomes and values diversity and contributes to an inclusive working

environment where differences are acknowledged and respected.

- Understands the principles of Te Tiriti o Waitangi and has a commitment to develop cultural capability in Te Ao Māori.
- Manages and delivers on work priorities – plans and organises self to deliver work commitments to required timeframes and quality standards.
- Develops others – shares own experiences and learning and demonstrates leading values.

Characteristics

- Engaging others – connects with others, listens, reads people and situations, communicates tactfully.
- Achieving ambitious goals – committed, driven and determined in the face of obstacles.
- Curious – thinks analytically and critically and is eager to learn.
- Honest and courageous – can be bold when needed, is decisive and leads with integrity.
- Resilient – can respond to challenges and recover quickly, has the ability to adapt and maintain composure.
- Self-aware and reflective – encourages feedback on own performance, can self-assess, adapts approach, shows commitment to development.

Other details

This position description is a summary of the accountabilities and competencies required for the position. It is not an exhaustive list. This is a living document and may change as the organisational needs change.