



Job Description

Clinical Education Lead

Department:	Training Centre
Grade:	PO3
Location:	Training Centre
Responsible to:	Group Commander Training Centre

Main purpose of the role

The Clinical Education Lead has responsibility for the development, delivery and governance of Hereford & Worcester Fire and Rescue Service's clinical education programme.

The post holder will lead the Clinical Education function, develop innovative educational solutions, maintain the Service's awarding framework and drive continuous improvement in clinical practice through education, audit, quality assurance and clinical governance.

Working collaboratively with the Clinical Advisory Group, Training Department and Senior Leadership Team, the post holder will ensure that all clinical education is evidence-based, professionally governed and aligned with the Service's strategic objectives.

The Clinical Education Lead will provide expert professional advice, support organisational learning and contribute to improving patient care, staff competence and operational capability across Hereford & Worcester Fire and Rescue Service.

Key Duties and Responsibilities

Lead the Clinical Education function in the delivery of an established programme of study and be the single point of contact for compliance with the awarding body, utilising a creative and innovative approach to enhance training products.
Deliver clinical education across all Service locations using a flexible approach, recognising that operational personnel frequently undertake training during evenings and other operationally required periods.
Lead the design, development, delivery and evaluation of accredited and bespoke clinical education programmes for specialist fire and rescue teams that improve clinical capability and patient outcomes.
Work at locations across the Service to provide mentoring, training and supervision to operational personnel. This will involve a flexible approach to work and appreciation that many of our staff train of an evening.
Continuously review, develop and enhance the Service's portfolio of clinical education programmes through innovative educational methodologies, using learner feedback, assessment outcomes, operational performance and clinical activity data to identify opportunities for improvement.

Ensure education programmes, curricula, lesson plans, assessments, certification and quality assurance processes remain robust, evidence-based and aligned with national clinical guidance, professional standards, Service and organisational requirements.
Proactively monitor Prevention of Future Death (PFD) reports, National Patient Safety Alerts, changes in clinical guidance and emerging evidence, working collaboratively with Service managers to identify learning opportunities and reduce clinical risk.
Monitor learner feedback, assessment outcomes, operational performance and clinical activity to identify opportunities for improvement.
Provide remote clinical support to operational firefighters in an on-call capacity to enhance the delivery of care to the ill or injured.
Provide timely clinical feedback to operational personnel following incidents and educational activity whilst ensuring compliance with Caldicott Principles, UK GDPR and Service information governance requirements.
Support investigation of clinical incidents, facilitate reflective learning and contribute to improvements in patient safety.
Provide expert verbal and written advice to the Senior Leadership Board and other strategic groups on matters relating to prehospital care, emergency healthcare, education and clinical governance to support organisational excellence.
Manage the Service's electronic Patient Report Form system, ensuring effective governance, analysis and reporting of clinical data to identify trends, validate performance and support organisational learning.
Lead clinical governance for the Service's prehospital care capability by undertaking audit, quality assurance and educational review, reporting findings and recommendations at strategic level to support continuous improvement.
Lead the recruitment process for the Clinical Trainer post as and when vacancies arise.
Uphold the HCPC Standards of conduct, performance and ethics and adhere to the Standards of proficiency as a requirement of your registration.
Monitor departmental business plans, objectives and key performance indicators, providing data to support organisational planning and cross-departmental working.
Promote, implement and comply with Service policies, procedures, practices and principles, particularly those relating to equality of opportunity.
To carry out any other reasonable duties and responsibilities within the overall function, commensurate with the grading and level of the post.
Act as a professional role model, promoting professionalism, innovation, patient safety and continuous improvement.

Professional Responsibilities

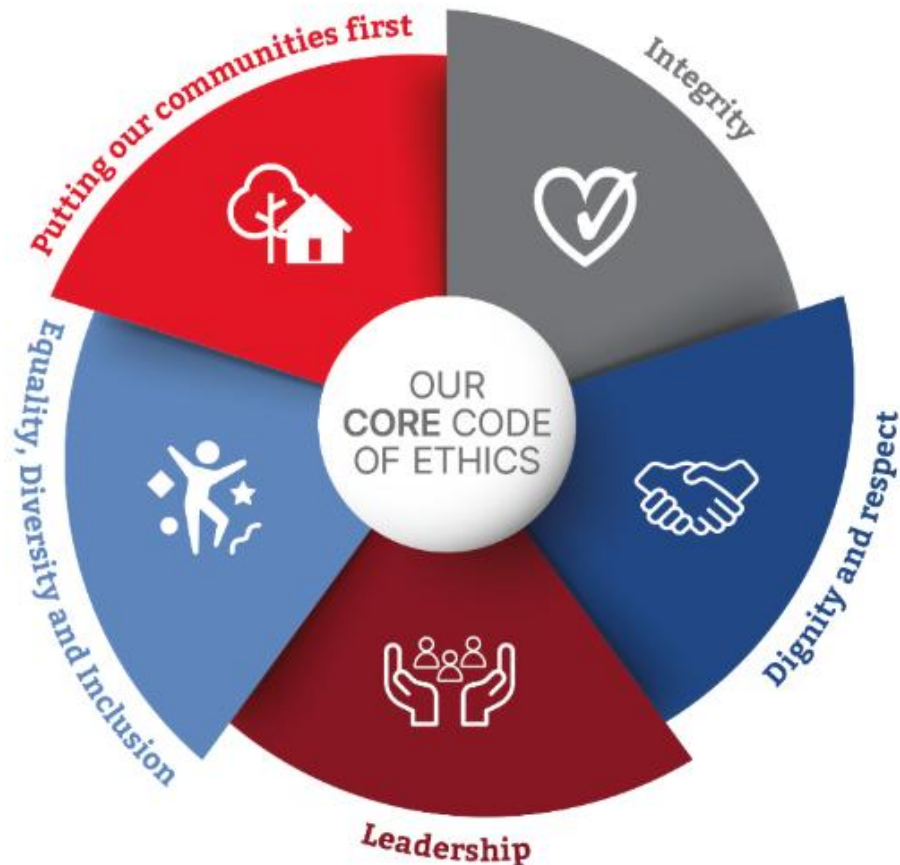
The post holder will:

Maintain current registration with either the Health and Care Professions Council (HCPC) as a Registered Paramedic or the Nursing and Midwifery Council (NMC) as a Registered Adult Nurse
Practise in accordance with the relevant professional Code, Standards of Conduct, Performance and Ethics and Standards of Proficiency.
Maintain an up-to-date Continuing Professional Development (CPD) portfolio.
Comply with all Service policies relating to equality, diversity and inclusion, health and safety, safeguarding, information governance and confidentiality.
Undertake any other duties commensurate with the grading and responsibilities of the post.
Demonstrate flexibility and adaptability in working arrangements, including willingness to work outside normal working patterns (weekend days, early starts and late finishes) to support the achievement of role and organisational objectives.

Person Specification

Requirements	Essential or Desirable	Identified by
Qualifications and Training		
Degree in Paramedic Science, Nursing or equivalent professional qualification.	Essential	Application
Current registration with the HCPC as a Registered Paramedic or the NMC as a Registered Adult Nurse.	Essential	Application
Portfolio of CPD evidence showing commitment to personal development.	Essential	Application
Driving Licence or the ability to travel throughout Herefordshire & Worcestershire.	Essential	Application
Teaching and Assessing Qualification.	Desirable	Application
Internal Quality Assurance Qualification at minimum Level 4.	Desirable	Application
Recognised Mentoring Qualification or equivalent experience.	Desirable	Application
Diploma in Immediate Medical Care, Royal College of Surgeons of Edinburgh.	Desirable	Application
Hold IOSH 'Managing safely' or equivalent.	Desirable	Application
RCUK Immediate Life Support Instructor.	Essential	Application
RCUK Advanced Life Support Instructor.	Desirable	Application
Pre-hospital Trauma Care, Pre-hospital Trauma Life Support, Pre-hospital Pediatric Life Support or equivalent trauma qualification.	Desirable	Application
Experience		
Substantial post-registration clinical experience as either a Registered Paramedic or Registered Adult Nurse within the specialty of emergency, urgent or prehospital care.	Essential	Application / Interview
Experience delivering clinical education programmes.	Desirable	Application / Interview
Experience leading clinical education programmes.	Desirable	Application / Interview

Experience of curriculum design and educational development.	Desirable	Application / Interview
Experience of working in the Tri-Service arena.	Desirable	Application / Interview
Substantial experience delivering regulated or internally accredited qualifications.	Desirable	Application / Interview
Substantial experience as an assessor and / or internal quality assurer.	Desirable	Application / Interview
Working knowledge of national clinical guidelines including JRCALC, Resuscitation Council UK guidance and Faculty of Pre-Hospital Care (FPHC) standards.	Essential	Application / Interview
Skills, Knowledge and Abilities		
Advanced clinical knowledge appropriate to professional registration.	Essential	Application / Interview
Ability to interpret clinical evidence and national guidance.	Essential	Application / Interview
Excellent leadership and people management skills.	Essential	Application / Interview
High level of competence in Microsoft Office and digital learning technologies.	Essential	Application / Interview
Excellent educational planning and teaching skills.	Desirable	Application / Interview
Effective written and verbal presentation and communication skills.	Essential	Application / Interview
Excellent report writing and presentation skills.	Desirable	Application / Interview
Professional and personal credibility with values aligned to those of HWFRS.	Essential	Application / Interview
Commitment to personal development.	Essential	Application / Interview



Putting our communities first

We put the interest of the public, the community and service users first.

Integrity

We act with integrity including being open, honest and consistent in everything we do.

Dignity and respect

We make decisions objectively based on evidence, without discrimination or bias.

Leadership

As positive role models, we are accountable for everything we do and challenge all behaviour that falls short of the highest standards.

Equality, Diversity and Inclusion

We stand against all forms of discrimination, create equal opportunities, promote equality, foster good relations and celebrate difference.