

## **Job Detail**

(Overview, Role Detail and Person Specification)

# School of Health & Society

## **Lecturer in Health (Nursing Associate) – Grade 8**

**(Ref: MPF2290)**

## **Role Title: Lecturer (Nursing Associate)**

## **Reports to: Director of Nursing & Midwifery**

### **Overview**

Welcome to the School – a forward-thinking, dynamic school with a commitment to lifelong learning and real world impact.

We are one of the largest educators of nursing associates, nurses, midwives and allied health professionals in the North West, known for our track record of collaborating with a wide range of industry partners across health and social care to produce highly skilled graduates, with real work life experience.

Salford has a rich history and an exciting future; we sit at the heart of the Northern Powerhouse, and actively engage with stakeholders across the region to address the health outcomes arising from the devolution of power to Greater Manchester's local authorities. We have always been committed to addressing the needs and aspirations of our local community.

We are also experts in the social sciences sector and are known locally, regionally, nationally and internationally for our applied research into the interface between health, wellbeing, housing, criminal justice and social care. We effect social and cultural change by research-informed engagement and practice.

However, our focus is not just local – we are actively driving forward our international reach. We have an excellent reputation with the Chinese health and social care sector and recruiting MSc and PhD students in Saudi Arabia.

We are proud of our diverse student population and it is important for us to create an inclusive culture where all our students and colleagues can bring their whole selves to the University. It is important to us that our students see themselves reflected in those who teach them, and that higher education is a place where they can thrive.

### **About you**

We want you to join our team and work with us creating the professionals of the future. The Nursing Associate Higher Apprenticeship programme successfully educates nursing associates who bridge the gap between qualified nurses and healthcare assistants, a role that has transformed the nursing and care workforce to help meet the diverse health needs of the people we look after. You will be passionate about high quality healthcare and widening participation in higher education. You will contribute to teaching, research and leadership, building on our strengths and developing new ideas to meet the demands of a changing world. You should have experience of leading and teaching in higher education and/or have equivalent clinical experience.

Being part of a team is important to us and we are looking for a good team player who is willing to inspire and lead by example. There would also be an expectation that you have links with industry partners, or are willing to develop them.

## Role Detail

### Role Purpose

The successful candidate will develop and deliver high-quality teaching materials across a range of modules within the Nursing Associate (NA) programme. Co-ordinating support for students in the clinical areas is also a key element of this role. The post holder will also co-ordinate and support a team of Clinical Educators.

### Responsibilities

#### Teaching and Learning

- Ensure the programme meets any regulatory and apprenticeship requirements
- Teach as a member of a teaching team within a programme of study developing students' knowledge, clinical & care skills and attitudes & behaviours
- Teach theory/knowledge in a variety of settings from small group tutorials to large lectures, ensuring content, methods of delivery and learning materials meet the defined learning objectives for individual teaching sessions.
- Teach and develop clinical & care skills and values & attitudes in a variety of settings including simulation and clinical practice, ensuring content, methods of delivery and learning materials meet the defined learning objectives for individual teaching sessions.
- Act as module lead and lead the planning, design and development of course and curriculum objectives and material.
- Using state of the art of teaching technology develop educational resources to be used online and in the simulation centre.
- Mark and assess all coursework and examinations and provide feedback to students as part of modular teams. Attend and prepare for exam boards and liaise with the External Examiner.
- Seek ways of improving own, Clinical Educator and programme performance by reflecting on teaching design and delivery and obtaining and analysing feedback.
- Act as a personal tutor:
  - Supervise the work of students, provide advice on study skills and help them with learning problems.
  - Appreciate the needs of individual students and their circumstances.
  - Use listening, interpersonal and pastoral care skills to deal with sensitive issues concerning students and provide support.
  - Seek advice and support from senior colleagues when necessary.
  - Refer students as appropriate to services providing further support.

## **Clinical support**

- Support Clinical Educators with any placement/employer issues or concerns.
- Collaborate with designated employer leads to ensure the student placement rotation is in line with programme requirements.
- Support students in the clinical environment, liaising with clinical staff and co-developing action plans for successful completion of practice learning outcomes.
- Develop strong communication channels with students based with the same employer e.g. locally based forums/drop-in.
- Plan, co-ordinate and deliver clinical skills training sessions in line with the National NA and university curriculum.
- In partnership with the Practice Education Facilitator (PEF)/clinical skills teams, support the delivery of enhanced clinical skills as agreed.
- In partnership with the PEF team, support and facilitate the development of clinical practice assessors/practice supervisors, providing supervision and support structures in order to build education in practice capability, consistency and efficiency.
- Ensure inductions, clinical skills teaching and inter-professional learning opportunities for students, working in partnership with the PEF team to support the development of programmes and learning opportunities.
- Co-ordinate tripartite meetings where students are considered 'at-risk' and develop and review agreed action plans
- Support the development, implementation and review of education in practice learning environments in line with educational policy and quality assurance standards.

## **Programme requirements**

- Lead, co-ordinate and participate in recruitment activities.
- Support students to develop professional development portfolios.
- Monitor the progress of each student and lead tripartite meetings and co-produce action plans where required. Manage concerns and where necessary refer concerns with student progression to the Programme Lead.
- Co-ordinate and participate in quarterly review and end of year progression meetings.

## **Leadership, Management and Engagement**

- Provide academic and clinical support and mentorship to Clinical Educators, developing training/support packages where necessary.

- Lead and co-ordinate the work of other staff to ensure module, programme, enterprise or research project is delivered to the standards required
- Develop your voice within your field of interest/ study.
- Undertake individual or collaborative research projects of relevance to the School/University.
- Extend, transform and apply knowledge acquired from scholarship to learning, research and appropriate external activities.
- Identify external sources of funding and develop or contribute to funding bids – research, knowledge transfer and engagement grant applications.
- Promote graduate studies by contributing to the supervision of postgraduate research students.
- Write or contribute to publications or disseminate research findings using other appropriate media.
- Make presentations at conferences or exhibit work in other appropriate events, participating in dissemination and engagement activities to contribute to knowledge base of area of expertise, maximise policy, media industrial or community impact of research
- Engage with and participate in the University's PDR process
- Co-ordinate clinical skills training sessions across various employing organisations to meet the competency requirements in the NMC Standards of proficiency for nursing associates.
- Collaborate with external organisations such as NHS Trusts, industry, public sector, charity and local community groups
- Lead collaboration with the other Clinical Tutors/Educators across GM and the North West Clinical Placement Development Network to align new placement opportunities to learning outcomes.
- Act as an expert resource/ Champion of the nursing associate role within and external to your organisations.
- Communicate as required, educational and practice information across placement providers and educational Institutions, and undertake presentations relating to education in practice.
- Ensure communication channels are used appropriately to facilitate the flow of information between internal and external partners.
- Ensure that confidentiality is maintained at all times in conjunction with organisational policies.
- Work collaboratively with colleagues across organisational development and learning, supporting service delivery.

- Liaise with Information Service departments within Placement Providers, including Library Services, to inform resource requirements and widen access to facilities.

## University of Salford Generic Responsibilities

- Perform any other duties appropriate to the grade as may be required by the Dean/ Associate Deans or directors
- Comply with the personal health and safety responsibilities specified in the University Health and Safety policy
- Engage with the University's commitment to put our students first and deliver services which are customer orientated, represent value for money and contribute to the financial and environmental sustainability of the University when undertaking all duties and aspects of the role
- Promote equality and diversity for students and staff and sustain an inclusive and supportive study and work environment in accordance with University policy
- This role detail is a guide to the work you will initially be required to undertake. It may be changed from time to time to meet changing circumstances. It does not form part of your Contract of Employment
- Indicative level of membership for Higher Education Academy: Associate Fellow

## Person Specification

Consideration should be given to the following themes which will be tested at each stage of the recruitment process

- Teaching and learning
- Leadership, management enterprise and engagement

	The successful candidate should have:	Essential/ Desirable	Tested by* A, I, P, T
1	Current NMC registration in a field of nursing practice	Essential	A
2	PgDip or equivalent in a related area	Essential	A
3	A Master's degree in a related area	Desirable	A
4	A PhD in a health related area (or working towards)	Desirable	A

## Background & Experience

	The successful candidate should have:	Essential/ Desirable	Tested by* A, I, P, T
4	Post qualification experience of working with people in a therapeutic setting	Essential	A
5	Experience of student education/supervision through practice and education	Essential	A, I
6	Teaching experience in higher education and/or other formal settings	Essential	A, I
7	Experience of managing and leading change	Essential	A, I

## Knowledge

	The successful candidate should have demonstrable knowledge of:	Essential/ Desirable	Tested by* A, I, P, T
8	Knowledge of current health issues, policies and practice at local, national and international levels	Essential	I
9	Demonstrates the role of the nurse educator in facilitating evidence-based teaching in student learning and assessment	Essential	I

## Skills & Competencies

	The successful candidate should demonstrate:	Essential/ Desirable	Tested by* A, I, P, T
10	Excellent written and verbal communication skills and abilities	Essential	A, I, P
11	The ability to work both independently and as part of a team	Essential	A, I
12	Good organisational skills in relation to self and workload management	Essential	A, I
13	The ability to teach clinical skills, as required	Essential	A, I
14	The ability to use a range of teaching and learning technologies	Essential	A, I, P
15	Willingness to travel around Greater Manchester as required	Essential	A, I

**A = Application form, I = Interview, P = Presentation**

Details of any assessments required will be provided in the invitation to interview letter.



## **Candidate Guidance**

Within your supporting statement you should describe how your skills and experience match the criteria listed in the person specification. Please provide narrative to each of the key sections (Background & Experience, Knowledge and Skills & Competencies).

Strong applications will demonstrate experience relevant to the essential and desirable criteria. You should aim to be as concise and succinct as possible when providing your narrative, as this will greatly assist the shortlisting panel in reviewing your application.

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