**POST TITLE:** International Nurse Practice Educator

**RESPONSIBLE TO:** Nursing Education Lead

**PAY £45,000**

**LOCATION – UK WIDE PREPARED TO TRAVEL**.

**JOB DESCRIPTION**

The recruitment of international nurses into the Cygnet workforce has presented a viable solution to address the shortage of registered nurses across many of our sites in the UK. We have an active and ongoing recruitment exercise with over 200 international nurses already in our employ.

From August 2020 the Nursing and Midwifery Council (NMC) made changes to their registration process. The updated process enables any overseas nurse with a recognised nursing qualification to sit a Test of Competence (TOC) which incorporates a written test and an Objective Structured Exam (OSCE) specific to Mental Health.

The role of International Nurse Practice Educator has two key elements.

1. To support Cygnet’s international nurses directly or indirectly to successfully pass the OSCE component of the TOC, which has been devised to work as a guideline in meeting competencies and skills outlined in the NMC New Standards of Proficiency for registered nurses.
2. To ensure that onward education requirements such as preceptorship are met including the safe transition from an international registration to competent UK Registrant.

The role is pivotal in ensuring the efficient and effective running of our International Nurse recruitment programme and will deliver competent compassionate mental health nurses .

**Purpose and summary of job:**

* Communicate and motivate to ensure the development and potential of each international nurse is maximised. Additionally, to ensure that internal and external communication is managed promptly and efficiently to ensure appropriate outcomes are reached.
* To act as the education and training lead for this specialist area of practice.
* To be a role model promoting excellent clinical practice, providing supervision, support, direction, and leadership to our international nurses and colleagues with whom they work.
* Working with clinical sites ensure the smooth and efficient running of preparation for all elements of the OSCE Test of Competence.
* To deliver culturally sensitive programmes understanding the pastoral, social, cultural, and professional requirements of international nurses who have very recently arrived in the UK.
* To be an active member of the Nursing Directorate team.

**Professional Responsibilities**

* To work in accordance with the NMC Code of Professional Conduct, and Cygnet Policies and Procedures.
* Lead on practice learning elements for the Mental Health International Nurses, identifying clinical training needs and creating learning interventions to develop competency. Link with the other education leads to ensure cross organisational learning and best practice.
* To deliver training using a blended approach to international nurses, following the NMC Standard of proficiency and Code of practice
* To work with as part of the preceptorship team to deliver comprehensive programmes which focus on both practical training and innovations to clinical practice.
* To act as the Cygnet champion across all hospital for international nurse education, Preceptorship & OSCE TOC
* To act as a knowledge resource for new recruits at both home and over seas
* To produce written records of each episode of clinical facilitation, documenting learning achieved and areas for further development.
* To demonstrate specialist nursing knowledge in clinical settings and support the advancement of knowledge and skills using approved assessment procedures.
* To work effectively as part of the multi-professional, inter-disciplinary team, encouraging and supporting other health care professionals in the promotion and maintenance of an effective learning environment.
* To maintain effective working relations with colleagues at all levels and from all professions within Cygnet, ensuring effective communication at all times.
* Act as first point of contact and link with international recruitment leads to support overarching project.
* To support the governance agenda, focusing on the need for staff to be fit for practice and purpose.
* Be an integral member of the Nursing Directorate.

**(Post OSCE and preceptorship responsibilities.)**

* To develop and deliver training for the international nurse preceptorship programme that identifies and monitors the individual needs to develop their skills and confidence as newly registered nurses
* To identify suitable preceptors who are clear on their role and have received adequate support and preparation prior to new staff starting on the ward
* To maintain a preceptee register, identifying all newly registered staff ensuring systems are in place to book them onto CPD sessions.
* Deliver through formal and informal teaching sessions to preceptors as identified.
* Working with the Regional Nurse Directors and professional leads identify and develop other initiatives to support and retain nursing staff
* Act as the champion for international nurse preceptorship within all departments, wards and staff groups with any external stakeholders

**General Responsibilities**

* + Adhere to Cygnet Health Care policies and procedures at all times,
  + Comply with Cygnet standing orders, standing financial instructions, policies, procedures, and guidelines.
  + Competent in all aspects of equality and diversity.
  + Follow any policies and procedures in relation to infection, prevention and control
  + Be aware of personal responsibilities in relation to safeguarding children, and vulnerable adults, and the specific responsibilities placed on individuals who care for such clients/patients
  + Take all reasonable steps to manage and promote a safe and healthy working environment which is free from discrimination,
  + Comply with the trust policy on confidentiality, and the Data Protection Act 2018 as amended, relating to information held manually or on computerised systems,
  + Respect the confidentiality and privacy of clients and staff at all times,
  + Maintain a constant awareness of health, welfare and safety issues affecting colleagues, patients, visitors and themselves, reporting any accidents or fault in line with trust policy,
  + Fully participate in all statutory and mandatory training.
  + Participate in personal training, development, appraisal, and attend all relevant training courses as required.
  + Comply with the professional body code of conduct.

**Person Specification.**

* + Relevant post graduate degree or equivalent experience at post-graduate degree level
  + Registered Healthcare professional Mental Health
  + Post Registration Teaching, coaching, mentorship, assessor qualification or equivalent.
  + Evidence of ongoing CPD.
  + Clinical Expert either by qualification or extensive experience.
  + Demonstrates evidence of implementing innovative practice and being proactive in leading change.
  + Ability to utilise evidenced based practice.
  + Enhanced awareness and understanding of the national and local multi-cultural agenda including the cultural requirements of international nurses.
  + IT and computer literacy
  + Presentation skills including use of virtual teaching platforms.
  + Ability to write training programmes utilising multimedia
  + Work effectively in a multi-disciplinary, multi-cultural team.
  + Experience in teaching, mentoring, and assessing.
  + Able to demonstrate enthusiasm as a practice educator.
  + Awareness or research and research methods that apply to nursing.
  + Experience of Quality and improvement work.
  + Demonstrates knowledge or the NMC Code.