



Position Description

Position title:	Clinical Nurse Educator	Date:	July 2026
Reports to:	Learning & Development Manager	Department:	Ward
Number of reports:	Direct: 0 Total (include indirect): 0	Location:	North Harbour Hospital
Delegated financial authority:		Budget ownership:	Yes/No
Level of influence:	Leading self Leading others Leading leaders Leading the Organisation		

Our Organisation

At Southern Cross Healthcare, our vision is to help people live their best lives by reimagining healthcare.

Across our nationwide network, we combine the skills of more than 4,000 people including nurses and anaesthetic technicians, working with specialists, surgeons, anaesthetists, and allied health practitioners.

As New Zealand's largest private provider of healthcare, our strong "for purpose ethos" and through being recognised as one of New Zealand's leading and most trusted brands, we are poised to amplify the delivery of healthcare services like no other.

Vision	Purpose
Our vision is for what we aspire.	Our purpose is why we exist.
To help people live their best lives by reimagining healthcare.	To advance the provision of quality healthcare in Aotearoa New Zealand.

Values and Behaviours
Care First: Care is at our heart. It's the foundation of who we are and how we approach our mahi. Through genuine manaakitanga, we deliver a quality of care that makes healthcare more human. Better Together: Our strength comes from connection and collaboration – we bring together our diverse skills, perspectives, and experiences in the spirit of partnership and kotahitanga. We all play our part creating better outcomes for everyone. Pursue Excellence: Every day brings a new opportunity to improve, innovate, and excel. We don't settle for 'good enough'. We're here to do our best work, delivering our best care for the people and communities we serve.

Role Purpose
The purpose of this position is to effectively provide staff development; plan, deliver, support and assess learning & development programmes and to provide staff with clinical support throughout the educator's primary area of focus and the wider hospital as required. This role will work with the Department Managers and Learning & Development Manager to support the strategic goals of Southern Cross Healthcare. This position is part of the clinical service delivery team and makes a significant contribution to the overall clinical service delivery of the hospital, to ensure that the business retains a position within the healthcare market and is able to respond positively and effectively to competition.

Key Relationships	
Internal • General Manager • Clinical Operations Manager • Department Managers, i.e., Ward Services Manager/Theatre Services Manager/ PACU Services Manager • Medical Specialists • National Support Office team • Education team • Safety, Quality and Risk team • Infection Control team	External • Health funders • Suppliers

Key Accountabilities

General

- To contribute to, and support the skill development within the clinical team
- To contribute to maintaining excellent clinical skills and staff competency to ensure an optimal patient experience
- To role model Tikanaga processes and Te Tiriti o Waitangi in clinical practice and actively facilitates the development of these skills in the clinical team
- Proactively advocates hospital's culture of learning and development to ensure that the hospital is positioned to meet the challenges of the modern healthcare environment
- The strategic vision and goals are achieved as outlined in the hospital business plan, within the context of the wider Southern Hospitals network

Clinical

- To provide advanced knowledge and skills as well as coaching and mentoring to support colleagues in advancing their clinical capability.
- To provide specialist nursing skill and expertise in peri-operative surgical care
- To lease with the Department Manager and team leader to develop protocols and guidelines relevant to the environment
- To maintain an excellent working relationship with National Office clinical advisors regarding policy and procedure development
- To participate in the development of innovative clinical specialist groups to lead the achievement of excellence in nursing
- To support staff in the provision of peri-operative surgical care

Quality

- To assist in the provision of quality, cost-effective care in conjunction with the clinical team to meet the service expectations and patient care needs
- Actively promotes and enhances the hospital's commitment to Continuous Quality Improvement both at local and national levels
- Has a clear understanding of the Health & Disability Standards of New Zealand
- Works closely with Department Manager and Team Leader, to review the quality plan and collaborates with the quality team as and when required
- Has a clear understanding of the multidisciplinary team in the hospital
- Recognises and values the achievements of the hospital team

Education

- Facilitates the development of critical thinking to support clinical decision making in practice.
- Works with individuals to identify and facilitate the achievement of learning goals with clear documented outcomes.
- Collaborates with the clinical leaders and department manager to identify and address the learning needs of the Clinical Team
- Develops and delivers clinical education and learning & development opportunities
- Provides feedback in a manner that is respectful and constructive
- Demonstrates accountability for directing, monitoring and evaluating nursing care that is provided by staff
- Proactively contributes towards the implementation of change initiatives with a focus on developing capabilities for all staff
- Facilitates clinical opportunities for staff to achieve PDRP requirements.
- Escalates practice development, conduct and competence concerns

Policy Development & Review

- To take responsibility for ensuring the clinical guidelines for peri-operative surgical care reflect best practice and are compliant with the Health and Disability Sector Standards
- Contributes to the review and/or development of local and/or National policies and protocols ensuring they are underpinned by best practice and recent appropriate research,

in order to ensure compliance with Health & Disability Sector Standards • Contributes to National projects, guidelines, policy development where appropriate • Liaises with the Local and Network Librarian and Document Management Co-ordinator • Identifies risk that could limit delivery of excellent quality healthcare in the hospital and assists with the development of appropriate action plans that are operational and cost effective to the organization
Health, Safety and Wellbeing • All employees are responsible for complying with health and safety policies and procedures. • You are responsible for your own health and safety while at work and ensuring that your actions or inactions do not put others at risk. • Identify, report and self-manage hazards where appropriate. • Ensure that you complete early and accurate reporting of incidents at work. • Participate and co-operate for shared health and safety responsibilities • Actively participate where improvements to health and safety at SCHL can be made Commitment to the principles of Te Tiriti o Waitangi • Demonstrate awareness and understanding of Te Tiriti o Waitangi obligations through manaakitanga (respect) and kawa whakaruruhau (cultural safety) as evidenced in interpersonal relationships. Commitment to Diversity, Equity and Inclusion (DEI) • Honour diversity by acknowledging and respecting others' spiritual beliefs, cultural practices and lifestyle choices as evidenced in interpersonal relationships. • Seek opportunities to include diversity, equity and inclusion practices in everyday work. Commitment to Environment, Social and Governance (ESG) • Engage in sustainable practices whenever possible. Try to reduce the environmental impact of your work and take an active role to initiate change to meet Southern Cross' ESG (Environmental, Social and Governance) commitments. • Actively engage to improve your knowledge regarding sustainable practices whenever possible.

Role Requirements	
Experience and skills required: • 5 years recent post-graduate experience in a Surgical Hospital environment • Experience in delivering clinical teaching and professional development & learning activities • Knowledge of computer systems to an intermediate level • Proven expertise within a Surgical Hospital environment	Education and qualifications required: • Registered Nurse Education and qualifications desirable: • A post graduate qualification in peri-operative nursing, clinical education or related discipline or working towards one • PDRP Level 3 or higher

Leadership Attributes

Human Centred Leadership

- Empathy
- Adaptability
- Connection

Performance Coach

- Accountability
- Engagement
- Collaboration

Change Enabler

- Execution
- Energy
- Contribution