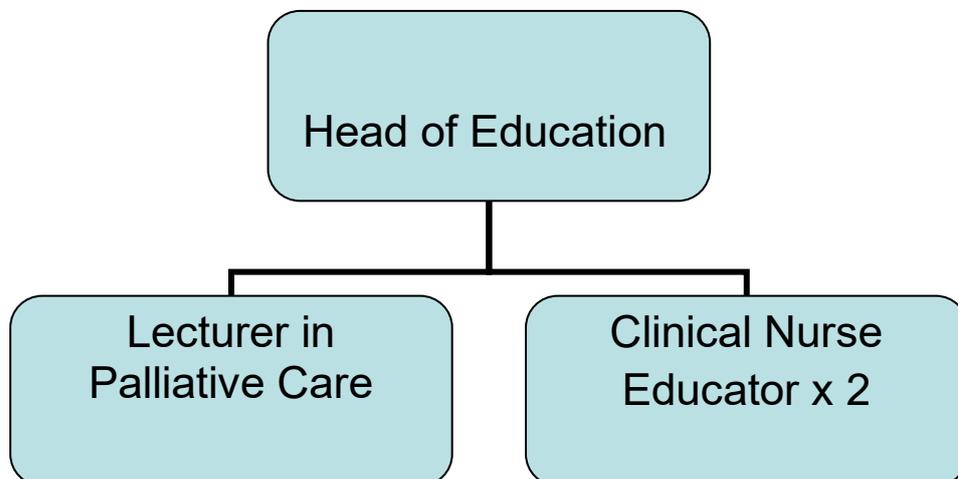




JOB DESCRIPTION

Job Title	Lecturer in Palliative Care
Responsible to	Head of Education
Principal contacts	
Internal	All hospice clinical teams and associated volunteers and service users
External	Local Health care providers, NHS trusts and local authorities, Coastal West Sussex Clinical Commissioning Group, Brighton Sussex Medical School; Higher Education Institutions (HEI); Visiting personal tutors; Speakers, Facilitators and Sponsors; Validating bodies. Students on clinical placements and visits.
Location	St Barnabas House, Worthing



Job purpose

- To be the main link between the hospice and HEIs to plan and co-ordinate, support and offer clinical placements for students on undergraduate and post-graduate Nursing and Allied Health Profession courses.
- To influence standards of palliative care in house and externally, and to support the staff delivering care.
- To respond to the learning needs of student groups and engage in planning, design, delivery and evaluation of the annual Education Programme.
- To be involved in any designated research activity undertaken by the hospice.

Principal duties and responsibilities -

Teaching and scholarship

- Identify the learning needs of students and define appropriate learning objectives; ensure that the teaching content, methods of delivery and learning materials are appropriate; develop own teaching materials, select appropriate types of formative assessment; seek ways of improving teaching performance by self-reflection and the gathering and analysis of student feedback, and teach independently or as a member of a team within the framework of the annual Education Programme.
- Utilise a range of teaching methods and ways of supporting student learning in order that they are able to achieve the set learning outcomes. These may include: lectures, seminars, tutorials, forms of e-learning, workshops, service user involvement, individual supervision and other teaching methods appropriate to the students learning.
- Maintain a high standard of teaching practice through peer review of own teaching and that of others.
- The lecturer will design teaching materials, identify areas where current provision is in need of revision or improvement, using creative approaches to develop new teaching materials.
- Supervise student clinical placements, records of learning and assignments, co-ordinating learning opportunities with support from the wider education team to provide a wide range of experiences.
- To be the main link between HEIs, developing working relationships and partnerships, mapping the working relationships and negotiation of roles.
- Leading placement preparation sessions for practice educators, mentors and assessors, in conjunction with the relevant training establishments and HEIs, supporting staff in practice to set up placements for students.
- To be a professional link to practice educators, mentors and assessors to support them to provide an appropriate placement, supporting with assessment and evaluation of students on placement.
- To support with the development of simulation based education, as an approach to teaching staff and students.

Research and professional knowledge

- Maintain professional knowledge and understanding; translate new subject knowledge into teaching content; and reflect on one's own practice as an educator.

- Engage in continuous professional development with regard to disciplinary and professional expertise, linking theory to practice.
- Disseminate research findings and outputs at conferences and similar events and identify and seek sources of external funding for their own scholarly activity.

Communication

- Communicate using a range of media; communicate complex information orally, in writing and electronically and communicate material of a specialist or highly technical nature.
- Routinely communicate complex and conceptual ideas to those with limited knowledge and understanding, as well as to peers.

Liaison and networking

- Liaise effectively with colleagues, students, speakers and service users and build internal contacts and participate in internal information exchange networks, and join external networks to gain knowledge and share ideas.
- Support and develop external networks for specific projects, in such areas as: potentially identifying sources of funding; student recruitment and student placements.
- To be a positive ambassador and role model for working with patients and carers in palliative and end of life care, creating opportunities for exposure to the specialist care that is offered in a hospice through education events and networking.

Managing people

- Be able to manage own teaching sessions and be involved in research activities and disseminating research findings. Be able to support the administrative staff and volunteers as necessary.
- To offer support and management to education team members (where requested), acting as a role model as an experienced clinician.
- Offer advice and support to less experienced colleagues; in certain circumstances supervise the work of others in and coordinate the work of colleagues, for example when acting as a module leader.

Teamwork

- Promote and maintain effective team working skills with all colleagues providing clinical and personal support, empowering them to develop both professionally and personally
- Collaborate with colleagues on course development, curriculum changes and potentially the development of research, responding to students' needs.

- May be required to act as a project team leader, leading on specific work streams.

Pastoral Care

- Lecturer will act as a personal tutor in the clinical environment; use listening, interpersonal and pastoral care skills to deal with sensitive issues concerning students, appreciate the needs of individual students and their circumstances, and to refer students as appropriate to the specialist services which can provide further help.
- Promote a culture that respects, empowers, and values diversity and supports students to express their wishes and preferences without judgement.
- Advise Education Team and clinical colleagues regarding reasonable adjustments that are needed, and co-ordinating as necessary with close discussion with students and learners about their learning needs.
- Promote peer support networks within student cohorts and facilitation of student integration, welcome and de-briefing sessions.

Initiative, problem-solving and decision making

- Develop and apply initiative, creativity and judgement in the conduct of teaching and research; respond effectively to pedagogical and practical challenges, and contribute to decision making on, and share responsibility for, the academic content, delivery and assessment of modules.
- Take responsibility for the design and delivery of individual modules and their assessment; identify, and make proposals regarding, the need for change in individual modules and disseminate and apply the results of research.

Planning and managing resources

- Utilising up to date teaching resources and relevant research, plan own teaching sessions utilising different teaching methods and strategies.
- Work with colleagues to ensure that education events show evidence of best teaching practice and sharing of knowledge, skills and ideas.
- May act as a module leader, coordinating administrative and academic staff as necessary, and undertake academic related roles related to areas such as admission to courses, assessed work and student support. Depending on the area of work the conducting of risk assessment may be expected.

Person specification: Essential

- Registered General Nurse or Allied Health Professional with extensive clinical experience.
- Minimum 3 years' palliative care experience, at least 1 year in specialist practice.
- First/Master's Degree in Palliative Care or Professional Practice

- A Post Graduate Certificate in Health and Social Care Education (PGCHSCE) or equivalent.
- A portfolio of teaching experience relevant to the post, from clinical and or an academic setting.
- Strong interpersonal skills and the ability to influence and motivate.
- Well-developed public speaking and presentation skills.
- Up-to-date, sound knowledge of palliative care including current professional/vocational developments.
- A clear understanding of academic and award standards and the range and level of knowledge and skills, both subject-specific and generic.
- Competent digital literacy and IT skills and effective use of IT for teaching and learning. Willingness to develop skills in using digital teaching methods to meet the needs of learners.
- Ability to work effectively in ambiguity and respond positively to change.
- Current driving license, or ability to travel in a timely manner.

Physical Demands

- Manual handling of chairs and tables to prepare the environment for teaching sessions – limited support available if needed.
- Taking technical equipment and teaching materials off site to support teaching sessions in the community.
- Handling of literature/books and some paperwork. Workstation, personal computer, visual display unit, and keyboard usage.
- Involved at times in manual handling of patient or equipment e.g. hoists, beds.
- Getting in and out of the car.

Personal grief must be resolved sufficiently to perform and cope in the palliative care setting.

Other duties

To undertake any other duty within your ability and within reason, as may be required from time to time, at the direction of your line manager.

Volunteer Assistance

The Hospice has the advantage of being supported by a number of volunteers. If a volunteer is assigned to assist you at any time, you will still retain responsibility for the requirements of this job in terms of accuracy, efficiency and standards of completion. You will also ensure good communication and be mindful of your responsibility towards that volunteer in terms of Health and Safety.

Confidentiality

You should be aware of the confidential nature of the Hospice environment and/or your role. Any matters of a confidential nature, relating to patients, carers, relatives, staff or volunteers must not be divulged to any unauthorised person. Ensuring patient confidentiality is maintained in accordance with the Caldicott principles and Data Protection Act.

Data protection

You should make yourself aware of the requirements of the Data Protection Act and follow local codes of practice to ensure appropriate action is taken to safeguard confidential information.

Health and safety

You are required to take reasonable care for your own health and safety and that of others who may be affected by your acts or omissions and you should ensure that statutory

regulations, policies, codes of practice and safety and good house-keeping rules are adhered to, attending safety and fire lectures as required.

Safeguarding

All staff and volunteers are required to be aware of and adhere to St Barnabas Hospices' safeguarding policies and attend the appropriate training as and when necessary.

Job description

This Job Description is not intended to be restrictive and should be taken as the current representation of the broad nature of the duties involved in your job and needs to be flexible to cope with the changing needs of the job and the Hospice.

Job description updated: June 2022.