



HEALTHCARE MANAGEMENT TRUST

Unit 1 Langdon House, Langdon Road, Swansea SA1 8QY  
Telephone: 020 7222 1177 Email: [admin@hmt-uk.org](mailto:admin@hmt-uk.org)  
[www.hmt-uk.org](http://www.hmt-uk.org)

<b>Job Title</b>	Clinical Educator
<b>Department</b>	People, Culture & Communications
<b>Direct and Indirect Reports</b>	No

### Who we are

At the Healthcare Management Trust, we are obsessed with achieving our **Vision**, *“to be the most innovative and best quality provider of niche health and social care services.”*

Our **Purpose** is, *“to make every contact count, ensuring every resident and patient receives the best possible experience and outcome.*

*We aim to provide services which value collaboration and place our residents, patients and people at the heart of all we do. We will always do the right thing for our residents, patients and people.*

*We will be outwardly connected to the most innovative practices and service offerings in the market. We will do things differently and will be bold with our ambition to change things for the better.*

*We are passionate about what we do and so are our people. Bringing their most authentic selves to work and seeking joy and fun in what we do.*

*We will deliver care and clinical interactions compassionately and tailor them to individual needs.”*

We achieve this by living our business **Values** each and every day:

- We are **caring**
- We are **enterprising**
- We are **resourceful**
- We are **authentic**
- We are **accountable**

As a result, we are able to give back to the people and communities we serve by delivering on our **Charitable Mission** to, *“Provide quality and innovative care solutions to those with complex needs within marginalized community settings.”*

### What you'll be doing (your job purpose)



HEALTHCARE MANAGEMENT TRUST

Unit 1 Langdon House, Langdon Road, Swansea SA1 8QY  
Telephone: 020 7222 1177 Email: [admin@hmt-uk.org](mailto:admin@hmt-uk.org)  
[www.hmt-uk.org](http://www.hmt-uk.org)

The Clinical Educator plays a central role within HMT's Learning & Development function, taking ownership of the planning, delivery and evaluation of high-quality, multi-professional education and training across the HMT portfolio.

HMT operates a range of hospitals and care homes across the UK, and the Clinical Educator is integral to ensuring that clinical and care staff at all levels have the knowledge, skills and competence required to deliver safe, effective and exceptional care to patients and residents.

The post holder will draw on their experience and professional expertise to provide clinical education, professional development and practice leadership in line with the requirements of relevant professional regulatory bodies and organisational need, ensuring the clinical workforce is fit for practice and purpose and able to respond to changes in care delivery.

The post holder will promote a learning environment that optimises each learner's clinical development and embeds a culture of evidence-based best practice across the workforce. They will work collaboratively with operational and clinical leaders to align learning activity with organisational priorities, and will be expected to exercise sound professional judgement in the day-to-day management of their workload.

The Clinical Educator will also contribute to workforce development, supporting the design of new learning and development opportunities and pathways to ensure HMT is well positioned to meet the evolving demands of patient and resident care delivery.

#### Your key accountabilities and responsibilities

1.	Provide high- quality, evidence- based training & education to both clinical and non-clinical staff within the HMT group. Utilising the organisations Learning Management System (LMS), whilst demonstrating awareness of different learning styles and diversity, adapting training accordingly
2.	Development of high quality, evidence based educational materials and competencies, for face to face, online and blended delivery. Ensuring organisational and regulatory standards and requirements.
3.	Engage with internal and external stakeholders to network, build professional relationships and enhance the profile of the organisation. Including The NHS, Universities, colleges and the PIVO sector.
4.	Work closely with HMT sites in the delivery of student placements and assessments, ensuring the relevant standards are met and HMT maintains it target training compliance level.



HEALTHCARE MANAGEMENT TRUST

Unit 1 Langdon House, Langdon Road, Swansea SA1 8QY  
 Telephone: 020 7222 1177 Email: [admin@hmt-uk.org](mailto:admin@hmt-uk.org)  
[www.hmt-uk.org](http://www.hmt-uk.org)

5.	Supporting HMT sites in the delivery of induction/onboarding
6.	Support site level in house trainers to ensure education materials, delivery frequencies and trainer competency and compliance levels. Oversee the development and delivery of an in house train the trainer programme
7.	Ensuring HMT meets its statutory and mandatory training requirements, aligned to the HMT Learning & Development strategy and training matrix.
8.	Where appropriate, support HMT in the development and review of practice guidelines, policies & audit.
9.	To support Heads of Department with performance management and competency development of staff
10.	Supporting staff within HMT to achieve their continuing professional development (CPD)
11.	Monitor and advise on education funding routes, ensuring HMT is able to identify and access available funding to support the training and development of its workforce.
12.	Act as a role model to all clinical and care staff, demonstrating professional standards consistent with the relevant regulatory codes of conduct, and acting as an ambassador for learning, development and continuous improvement across HMT.
13.	Maintain accurate records of training activity, attendance, competency assessments and compliance data, producing reports for senior leaders as required.
14.	Monitor and evaluate the effectiveness of training programmes through feedback, assessment outcomes and observation, using findings to drive continuous improvement
15.	Keep abreast of developments in clinical practice, education methodology and relevant legislation, ensuring training content remains current, accurate and fit for purpose.
16.	Act as a point of professional guidance for managers and staff on matters relating to competence, learning needs and education standards.
17.	Work collaboratively with colleagues across the Learning & Development function to share knowledge, support the development of the team, and contribute to the growth and capability of L&D within HMT.

Your knowledge, skills and experience	
Experience of teaching and educational knowledge to be able to create effective teaching and learning environments	Essential
Minimum of two years post graduate experience with evidence of continuous professional development	Essential
Proven evidence of a wide range of clinical skills knowledge and the ability to deliver a broad range of clinical and non-clinical skills training & Education	Essential
Experience of designing and developing educational materials for face-to-face, online and blended delivery formats.	Essential



HEALTHCARE MANAGEMENT TRUST

Unit 1 Langdon House, Langdon Road, Swansea SA1 8QY  
Telephone: 020 7222 1177 Email: [admin@hmt-uk.org](mailto:admin@hmt-uk.org)  
[www.hmt-uk.org](http://www.hmt-uk.org)

Knowledge of statutory and mandatory training requirements within a health or social care setting.	Essential
Familiarity with CQC inspection frameworks and evidence requirements in relation to workforce training and competency.	Essential
Driving licence essential - travel to other sites within the HMT portfolio may be required to support organisational needs	Essential
Ability to provide subject matter expertise to senior managers and Heads of Department	Desirable
Experience of working with a Learning Management System (LMS).	Desirable

Your training and qualifications	
Registered Health Professional (NMC/HCPC)	Essential
RCUK ALS or ILS qualification or willingness to undertake immediately	Essential
Formal healthcare related teaching qualification	Desirable
Ability to delivery training and competency across a broad range of acute clinical skills, encompassing patient assessment, resuscitation, clinical procedures and condition-specific care, with the ability to design and deliver training in these areas to staff at varying levels.	Essential
Qualification or accreditation in a specific clinical skills area relevant to the HMT portfolio	Desirable

The way we do things at HMT (our Behaviours)
<i>*See Appendix 1 attached</i>

**Note:** *This job description is an outline of the job, setting out general responsibilities and tasks the job holder may be required to undertake. It is not an entire reflection of the role and you may be required to carry out other duties and responsibilities from time to time. The job description will also be subject to change in-line with the needs of the business.*

*Team members will be expected to carry out their duties in line with their terms and conditions and contract of employment, the standards stated in the employee handbook and Health & Safety guidelines and will be required to follow HMT policies and procedures.*

*We require that mandatory training is current and will expect you to participate and undertake further developmental training specific to the role.*

I have received a copy of this Job Description; read it, understood it and agreed to it.

Signed.....

Date.....

Job Holder