



# Vacancy



## ROLE PROFILE

Role title	Clinical Facilitator
Division	Hospital
Location	Netcare Greenacres Hospitals
Reporting structure	Nursing Manager
Closing date	21 July 2022

## ROLE SUMMARY

The Clinical Facilitator is responsible for the facilitation of teaching and learning of the theoretical and clinical component in a clinical environment to reinforce the learning process as well as the integration of theory and practice to reinforce the learning process.

The incumbent will further provide up-to-date nursing education, evaluation and support to students in the clinical hospital ward environment. The incumbent is also responsible for establishing partnerships between the hospital clinical teams and Netcare Education teams to ensure continuous development and improvement of theoretical and clinical nursing skills, nursing standards and general nursing care.

## KEY WORK OUTPUT AND ACCOUNTABILITIES

- Active involvement in research activities to discover new knowledge about products, processes, and services, and then applying that knowledge to create new and improved products, processes, and services that meet the academic market needs.
- Plan, organise, and active involvement in the process and production of all academic related projects.
- Develop and review evaluation and educational strategies.
- Motivate and encourage learners to participate in research within their Scope of Practice.
- Audit and participate in quality improvement programmes to identify problems which may require research.
- Implement and maintain standards of health practice required from all accredited bodies and appropriate health legislation.
- Draw up duty rosters for students.
- Record learner hours and leave.

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- Facilitate the marking of case studies and assignments in line with Netcare Education requirements.
- Keep accurate learner clinical records.
- Plan, organise and ensure active involvement in the process and production of all academic related projects.
- Facilitate the clinical learning process by understanding, applying and maintaining adult learning methodologies, presentation techniques and course content to ensure that students acquire skills to a quality and standard in line with student and national qualifications requirements. Provides timely assessment of student progress through the application of student evaluation techniques.
- Plan and support the development of student knowledge, skills and capabilities by closely monitoring progress on assignments and tests against performance targets to identify talent. Provides timely guidance and feedback to help strengthen skill areas and leverage potential.
- Focus on quality orientation in all academic and clinical nursing processes.
- Understand, apply and leverage IT & technology systems, tools and/or equipment to facilitate and reinforce the learning process.
- Clearly convey information and ideas through a variety of educational strategies in a way that engages students and helps them to understand and retain the message.
- Provide remedial teaching and academic support to learners.
- Develop and control of a learner support system.
- Supervise the progress of learners in reaching learning objectives.
- Compile clinical progress reports on each learner.
- Maintain a therapeutic, clean and safe environment that is free from medico-legal hazards.
- Adhere to the Netcare Resuscitation and Reanimation policy.
- Adhere to Netcare medical waste management principles and all other waste management principles.
- Maintain a safe working environment in accordance with the Machinery and Occupational Safety Act.
- Report and act upon potential/actual risks identified.
- Responsible for ensuring correct use, cleaning and storage of equipment.
- Report equipment needing repair or replacement.
- Maintain professional conduct and standards at all times in accordance with hospital policies and procedures.
- Maintain patient confidentiality at all times.
- Conduct quality assurance activities and risk management.
- Ensure awareness of conditions that affect employee and student safety.
- Focus on the development of academic and clinical nursing processes to ensure quality orientation.
- Effective administration of all academic activities to ensure compliance with policies and legislation.

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- Compliance with all relevant legislative requirements and standards.
- Actively participate as a member of a team to achieve goals.
- Provide timely guidance and feedback to help strengthen skill areas and leverage potential.
- Establish, prioritize and coordinate tasks and courses of action for self and others to ensure that work is completed efficiently in a systematized manner.
- Actively involved in the selection of learners, both at Netcare Education and at hospital.
- Active involvement in own professional development to maintain a satisfactory level of skill and knowledge.
- Keep up to date with Netcare's evolving policies and procedures
- Work effectively and co-operatively with others to establish and maintain good working relationships that are mutually beneficial.
- Develop collaborative relationships to help accomplish work goal.
- Create and maintain a positive environment where the differences of others are recognized, understood, and valued, so that all can reach their full potential and maximize their contributions.

#### SKILLS PROFILE

##### EDUCATION

- Registered as a Professional Nurse with the South African Nursing Council or equivalent NQF 7
- Assessor and moderator trained.
- Appropriate qualification in Education, added advantage.
- Commence education towards a Master's Degree within two years of commencement of employment at Netcare and complete qualification within the prescribed academic period, added advantage.

##### WORK EXPERIENCE

- Experience in the clinical nursing environment.
- Minimum two year working experience as a Registered Nurse.
- Research literacy.
- Intermediate computer proficiency in the Microsoft Office Suite.

##### KNOWLEDGE

- Knowledge of stakeholder relationship management
- Knowledge of educational and business management principles

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- Knowledge of the legislative and business climate pertaining to general and nursing education

## MANAGERIAL/ SPECIALIST SKILLS

Coaching Others*	The capacity to recognise development areas in others and support them to facilitate personal development through coaching.
Leading and Managing Change*	The capacity to implement and support change initiatives and to provide leadership in times of uncertainty.
Performance Development*	The ability to evaluate and develop different levels of capacity within a team to achieve set objectives.
Taking Action	Capable of recognising the need for action, considering possible risks and taking responsibility for results.
Decision Making	Capable of making decisions timeously and taking responsibility for the consequences.
Managing Self	Capacity to plan, organise and control own work environment by setting appropriate priorities and achieving set objectives within a given time frame.
Customer Focus and Service Delivery	The capacity to identify and respond to the needs of *internal and external customers.  <i>*Internal and external customers include patients, doctors, colleagues, suppliers, visitors, vendors and any other person that requires a relationship</i>
Adapting and Responding to Change	Capable of supporting and advocating change initiatives and managing own reaction to change.
Continuous Improvement	The capacity to improve systems and processes to facilitate continuous improvement.
Personal Work Ethic	Capacity to instil an ethic of quality and consistency in self and others.
Building Relationships	Capacity to establish constructive and effective relationships.
Communication	The capacity to clearly present information, either written or verbal.

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Teamwork	Capacity to cooperate with others to work towards a common goal.
Technical Knowledge	The capacity to perform a technical function to required standards.
Resilience to stress	Appropriately balancing these various pressures to maintain stable performance.
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LEADERSHIP SKILLS	
Visioning	The ability to provide direction in terms of action towards certain future outcomes.
Empowering	Creating conditions of willingness and participation amongst teams by providing sufficient, encouragement, information, resources and authority to make the necessary decisions to accomplish tasks.
Energising	Having the capacity to motivate and mobilise, impart strength, vitality and enthusiasm to teams to actualise the organisation's vision of the future.
Designing and aligning	Ensuring the optimal alignment of employee behaviour with the organisation's vision and values.
Rewarding and feedback	Fostering a performance culture by creating a framework of appropriate incentives and rewards to direct and motivate the achievement of desired performance behaviours and goals.
Team building	Creating team players and team effectiveness by using appropriate methods and a flexible interpersonal style to instil a cooperative atmosphere conducive to building a cohesive team.
Outside orientation	Awareness of outside constituencies, emphasizing particularly the need to respond to the requirements of customers, suppliers, partners, shareholders and other interest groups, such as local communities affected by the organisation.
Global mindset	Possessing a global frame of reference that enables one to scan the external world environment for different perspectives and to adopt successful practices. The capacity to inculcate a global mentality in others by instilling shared values and cross cultural sensitivity.
Tenacity	The capacity and courage to persevere with one's purpose in a persistent and determined manner despite opposition or setbacks, until the desired objective is obtained or it becomes clear that the objective is no longer attainable. Inspiring others, through active example, to have the courage of their convictions.

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Emotional intelligence	The capacity to foster trust and create an emotionally intelligent workforce whose members know themselves and know how to deal respectfully and understandingly with others. The ability to regulate and manage one's emotions in a healthy and productive manner.
Life balance	Articulating and modelling the importance of the need for life balance for the long term welfare of oneself and one's employees.
Resilience to stress	Appropriately balancing these various pressures to maintain stable performance.
<b>VALUES AND BEHAVIOURS</b>	
Netcare Values	<p>At Netcare, our core value is care. We care about the dignity of our patients and all members of the Netcare family. We care about the participation of our people and our partners in everything we do. We care about truth in all our actions. We are passionate about quality care and professional excellence.</p> <ul style="list-style-type: none"> <li>Care - The basis of our business. The professional, ethical patient care and services we offer at every level of the organisation.</li> <li>Truth - The crucial element in building relationships that work. Open communication with honesty and integrity is essential.</li> <li>Dignity - An acknowledgement of the uniqueness of individuals. A commitment to care with the qualities of respect and understanding.</li> <li>Compassion - We engage everyone with empathy and respond with acts of compassion in all interactions with our patients and their families.</li> <li>Participation - The willingness and desire to work in productive and creative partnerships with others and the commitment to communicate.</li> </ul>
The Netcare Way	<p>Netcare is committed to providing quality care. Our basic service standard holds us accountable for the below seven behaviours which you will be accountable to uphold:</p> <ul style="list-style-type: none"> <li>I always greet everyone to show my respect.</li> <li>I always wear my name badge to show my identity.</li> <li>I am always well-groomed to show my dignity.</li> <li>I always practise proper hand hygiene to show my care.</li> <li>I always seek consent to show my compassion.</li> <li>I always say thank you to show my appreciation.</li> <li>I always embrace diversity to show I am not a racist.</li> </ul>

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## APPLICATION PROCESS

**NETCARE IS AN EQUAL OPPORTUNITY EMPLOYER**

The Company's approved Employment Equity plan and targets will be considered as part of the recruitment process aligned to the Group's Employment Equity strategy. Netcare actively supports the recruitment of people with disabilities.

Interested candidates who meet the above criteria are requested to e-mail a detailed CV to [Thandi.Mabiza@netcare.co.za](mailto:Thandi.Mabiza@netcare.co.za)

**Please note:**

- Please note that reference checks for internal applicants will be conducted with the current and past Netcare direct line managers of the applicant and the relevant Netcare HR Managers. Employees are therefore encouraged to discuss internal job applications with their direct line manager to ensure that the line manager is aware of the application.
- The terms and conditions of employment relating to the function which you have applied for will be based on those that exist in the Division within which you will be employed.
- In the event of a candidate having any disability that may impair the individual's ability to perform the job function, the candidate must kindly inform the employer so that an assessment for reasonable accommodation can be made.
- By applying for this position and providing us with your CV and other personal information, you are consenting to the information being used for the specific purpose for which it was provided, which is recruitment purposes and possible appointment purposes (should you be successful). Please note that your information will be processed for recruitment purposes only or for such purposes relating to assessing the establishment of an employment relationship with yourself, and this will be done in accordance with the applicable data protection and privacy legislation. We confirm that such information will not be used for any other purpose without obtaining your prior consent.
- If your application is not successful, we retain your CV and other information provided on our electronic system. If you object to your information being used in accordance with the aforementioned clauses, please indicate your objection and we will immediately destroy your personal information in a secure manner.



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