

## Position Description | Clinical Nurse Coach

### REPORTING

<b>Reports To</b>	Quality Manager
<b>Direct Reports</b>	None

### PURPOSE

The Clinical Nurse Coach works in a supernumerary capacity and is responsible for promoting a learning environment within the operating theatres that encourages and supports development of clinical skills and knowledge, reducing staff stress and therefore enhancing staff retention.

This role will provide a hands-on approach, supporting the new graduates and new to theatre nurses to develop confidence and competence across all aspects of the theatre department, as well as supporting others to consolidate ongoing practice and become highly functional and flexible theatre nurses.

### SKILLS

Essential Skills	Highly Desirable Skills
<ul style="list-style-type: none"> <li>• Exceptional knowledge in the clinical environment.</li> <li>• Minimum of 3 years' experience in Operating Theatres.</li> <li>• Good interpersonal and communication skills.</li> <li>• Computer literate.</li> <li>• Proven clinical mentoring and teaching abilities.</li> <li>• Ability to demonstrate a high level of nursing care and skills across multiple specialties in the theatre.</li> <li>• Have a proactive, positive attitude.</li> </ul>	<ul style="list-style-type: none"> <li>• Expert PDRP or working towards an expert level.</li> <li>• A post graduate in health professional education.</li> </ul>

<b>KEY RELATIONSHIPS</b>	
<b>Internal</b>	<ul style="list-style-type: none"> <li>Clinical Team</li> <li>Quality Manager</li> <li>Purchasing Officer</li> <li>Support Services Team Leader</li> <li>Booking Clerk</li> <li>Buildings &amp; Facilities Manager</li> <li>Maintenance Coordinator</li> </ul>
<b>External</b>	<ul style="list-style-type: none"> <li>Surgeons and their PA's</li> <li>Anaesthetists</li> <li>Equipment and medical supply representatives</li> <li>Northland DHB</li> <li>Patients and their Family/Whānau</li> </ul>

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## KEY ACCOUNTABILITIES

<b>Clinical Leadership</b>	<ul style="list-style-type: none"> <li>• Clinical practice meets best practice guidelines and is in line with hospital policies.</li> <li>• Demonstrates professional responsibility for ensuring professional practice and conduct meets the standards of professional, ethical and legislated requirements.</li> <li>• Has a reputation of expert clinical practice across all aspects of the operating theatre.</li> <li>• Works alongside senior nursing team and Clinical Nurse Educator to ensure targeted training and support is provided where needed, as needed in a timely manner.</li> <li>• Works clinically alongside nurses in service providing skilled nursing care and technical support, ensuring nurses are competent as a minimum, confident and adaptable across all specialties.</li> <li>• Coaching provided to staff stimulates critical thinking and problem solving.</li> <li>• Supports new staff to complete their orientation programme as required.</li> <li>• In conjunction with the CNE assists with the upskilling and development of Preceptors ensuring best practice is integrated into all aspects of learning and development.</li> <li>• Supports Preceptors in the clinical setting.</li> <li>• Supports training of staff with new technologies and procedures within the clinical setting.</li> <li>• Escalate any identified training/ learning concerns to the Clinical Nurse Educator, Theatre Coordinator and Perioperative Services Manager as required.</li> </ul>
<b>Health and Safety</b>	<ul style="list-style-type: none"> <li>• Maintain a safe and appropriate work environment, engage in safe workplace practices, and manage health and safety for reporting staff and others. Report accidents, risks and incidents as they arise.</li> </ul>
<b>General</b>	<ul style="list-style-type: none"> <li>• Actively seeks learning opportunities to ensure knowledge and skills are continually evolving in line with current best practice.</li> <li>• Upholds and promotes the Company values, house rules, policies and procedures.</li> <li>• Recognises and respects cultural differences and the application of Te Tiriti o Waitangi principles with the intent of enabling access and improving health outcomes for Māori and Pacific Island patients, and increasing cultural diversity within our workforce.</li> <li>• Ensure compliance with the Privacy Act and Privacy policy.</li> <li>• Be proactive in recommending quality improvement initiatives.</li> </ul>

## DELEGATED AUTHORITIES

- None