

## **NURSE EDUCATOR**

Classification Number : 6030

### **SERIES CONCEPT:**

Nurse Educators are responsible to perform staff development activities that prepare and mentor healthcare staff, strengthening the workforce. They serve as role models, providing leadership for evidence-based practice while addressing the educational needs of nursing staff. Nurse Educators may work in a variety of facilities, including correctional facilities, hospitals, clinics and office areas.

Plans, implements, evaluates and revises academic and continuing education programs for healthcare staff and institution, and/or agency-wide education programs.

Assesses individual and agency needs. Teaches skills on designated unit and/or agency wide as appropriate. Evaluates and documents the academic performance and clinical competency of staff, identifying staff's learning needs, strengths, limitations and opportunities.

Teaches and/or coordinates orientation and in-service education for certified nursing assistants, RNs, LPNs, and support services staff on designated units and agency-wide as appropriate.

Develops home study/self-learning programs for health-care staff.

Develops educational offerings that incorporate benchmarked standards and are structured on a performance basis, utilizing measurable outcomes; that meet requirements of national commissions, if applicable.

Participates in nursing and hospital-wide committees as a resource for standards of practice and educational needs assessment within the institution.

Advises in-house and community individuals about health care careers and professional advancement.

Participates in strategic planning on how to stimulate and meet the educational needs of staff to enhance practice.

Presents information in formal speaking engagements. Participates and works collaboratively with other educators in fulfilling staff educational goals.

May participate as a member of a direct care team when assigned clinical hours, e.g., assesses, analyzes, plans, implements and evaluates patient care following established patient care standards.

**MINIMUM QUALIFICATIONS AND SKILLS:**

Education: Per licensing requirements. BSN required, MSN preferred.

Experience: A minimum of 3 years clinical experience and expertise in nursing specialty area. Depending on the position, experience in a similar environment (e.g., correctional institution) may be required.

Certification/Licensure: Current Oregon state RN licensure.  
Current CPR trainer certification.

**Other Skills:**

Demonstrated positive interpersonal and communication skills with colleagues, patients, families, providers, physicians and the community.

Ability to plan educational programs for staff with various levels of ability, resources and support in various environments.

Excellent communication skills, flexibility to adapt to various environments. Excellent critical thinking skills. Extensive knowledge of instructional methods and theories, learning concepts and evaluation. Ability and knowledge to instruct in a variety of ways to those with less expertise. Ability to design curricula and programs that reflect sound education principles; ability to assess learner needs and innovate.