

Job Title:	Clinical Instructor
Salary:	NHS Band 6 Equivalent
Responsible to:	Clinical Training Manager
Hours:	Flexible, including full and part time working
Location:	UK-wide, especially Midlands, London and the home counties
Essential Criteria:	<ul style="list-style-type: none"> • Registered with the NMC, GMC or HCPC • Relevant clinical skills and experience • An interest in resuscitation, with either a valid Resuscitation Council UK Immediate or Advanced Life Support Provider certificate, or a commitment to gaining these with A&A Training’s support • Committed to self-development, and we will support you with training and coaching to reach your full potential • Knowledge of infection control regarding COVID prevention • Academic educational qualifications with experience of teaching and assessing, or a commitment to gaining these with A&A Training’s support • Committed to providing an effective, high-quality service in a positive, inclusive and equitable environment
Desirable Criteria:	<ul style="list-style-type: none"> • Driving licence and access to a car to use to travel to training venues is highly desirable • Knowledge of mandatory training requirements in the NHS • Good working understanding of Microsoft Office, Power Point and the use of iPads • Alongside general clinical skills we currently require people with experience in Moving and Handling, Safeguarding Adults and/or Children, Wound Care, Gluing, Stapling and Suturing

A&A Training & Consultancy – A Great Place to Work

Established in 2014, A&A Training & Consultancy is a leading provider of healthcare training across the UK, providing nursing and other clinical staff to the NHS, private hospitals, Universities as well as other organisations to ensure they meet their own regulatory requirements in respect of training and other service provision.

We offer an excellent employment package with favourable terms and conditions, along with a competitive salary and pension. We are committed to providing staff with the flexibility to achieve a healthy work life balance, which in turn gives greater job satisfaction.

At A&A Training & Consultancy, you will find yourself working in a supportive atmosphere with friendly people. We have a vibrant working environment that uses modern technology and smarter working arrangements. We are an employer that engages with our staff, encourages innovation, and offers opportunities to develop.

The basic principles of behaviour for all our staff are reflected in the way we approach our work, with a can-do attitude and our ethos to do the best that we can all the time.

About You

Are you confident and self-motivated? Can you be responsible for delivering training to candidates who come from diverse personal and professional backgrounds?

We are looking for a clinically experienced individual to work autonomously or occasionally as part of a team. Alongside your training role you will offer mentoring and guidance to our assistant clinical instructors. You will need to (be):

- Able to build relationships with colleagues and clients in varying clinical and teaching environments
- Articulate and confident, with the ability to deliver training content, assess performance and give constructive feedback or fail candidates
- Enthusiastic about imparting knowledge, promoting by education the personal accountability of practitioners to improve professional knowledge and competence
- Able to monitor and evaluate the experiences of student groups and create a positive learning environment
- Display good interpersonal skills with the ability to communicate effectively to a diverse range of people in an inclusive manner
- Adept in autonomous working, exhibiting problem solving, identifying risks and determining necessary action
- Able to manage conflict, persuade and influence others address candidate or customer concerns before they escalate to a formal complaint
- Able to tailor the training content for the audience
- Able to review the content of training programmes and contribute from your clinical expertise
- Manage your own time and workload in line with training priorities and be flexible in your approach to allocations in line with business needs

About the Role

- The role will require that you:
- Have a high level of theoretical knowledge and clinical credibility across a range of clinical skills
- Prepare the work environment: performing dynamic risk assessments, ensuring the room has been arranged appropriately, setting up the audio-visual aids and equipment prior to candidates' arrival
- Lead, co-ordinate and deliver programmes in line with your previous clinical experience to all sizes and mixes of audiences, tailoring content as appropriate
- Identify learning needs and draw effectively on the experience within the group, making use of the knowledge and understanding that different participants bring to the session
- Follow lesson plans and party line documents to ensure you manage the time effectively and ensure that all material is covered
- Ensure the provision of high-quality lectures and clinical skills training with the aim of improving standards and promoting the principles of high-quality care
- If necessary, challenge participants and manage challenging behaviour
- Mentor and support learners creating an engaging, safe and positive learning environment
- Can independently assess student performance and give accurate and constructive feedback
- Provide support to candidates who are struggling to master competencies
- Partake in administrative tasks such as ensuring candidates provide feedback online for all sessions, reporting issues with equipment, provide incident reports when necessary
- Act as a clinical resource contributing to course content that is relevant to your clinical skills

- Mentor junior members of the team providing advice, guidance and feedback

This role requires physical, emotional and mental effort that includes:

- Lifting and handling training equipment. You will be required to meet safe moving and handling requirements of the job when handling training equipment and when teaching and performing resuscitation skills including repetitive demonstration techniques.
- Standing for lengthy periods
- Concentrating for lengthy periods
- Being exposed to distressing or emotional circumstances dealing with students under pressure or failing to learn

Benefits

We offer a wide range of employee benefits, which vary from role to role, such as:

- 5 weeks of annual leave, increasing to 6 weeks. Plus, a further 8 days for public holidays (all pro-rata for part time positions)
- Company pension scheme
- Annual appraisals that feed into professional development
- Employee discount scheme
- Paid travel time after a qualifying time and distance
- For courses away from home, paid hotel with meal and breakfast allowance
- Car allowance and mobile phone allowance, if appropriate
- Mandatory annual update training, including ILS and/or PILS training courses
- Support with ALS and GIC where applicable to your role
- Modern IT equipment enabling seamless working from home and while training
- Childcare scheme
- Flexible working, including part-time working
- Help and support with home and work life, and wellbeing
- Special recognition awards

Diversity and Equality

A&A Training & Consultancy is committed to being an inclusive employer.

You will be part of an innovative organisation that invests in all our people, ensuring we have the diverse skills to deliver training that meets the needs of our customers and their staff now and into the future.

We welcome applications from every part of the community and firmly believe everyone is involved in making A&A Training & Consultancy an inclusive and great place to work.

How can you apply?

To apply for this position, please send a copy of your CV and a short covering letter. If you would like to hear more information on the role, please complete the form on the recruitment part of our website and one of our team will call you back at your preferred time.

We will aim to get back to you within five working days of your application.