hello@hascs.co.uk
03300 020 773
www.hascs.co.uk

Health & Social Care Services Ltd
3700 Parkway, The Solent Centre
Solent Business Park, Whiteley, PO15 7AW

Clinical Practice Educator

Location: Hybrid (Field and Office Based)
Reports to: Chief Operations Officer
Salary: £55,000 - £60,000 per annum
Mileage: 55p per mile
Hours: Full Time

Help Us Shape the Future of Clinical Excellence

At HASCS, we believe that outstanding care starts with knowledgeable, confident, and well-supported healthcare professionals. We are seeking an experienced and passionate **Clinical Practice Educator** to join our growing clinical team and play a key role in developing and supporting our workforce across adult and paediatric complex care services.

This is an exciting opportunity for a healthcare professional who enjoys teaching, mentoring, coaching, and supporting others to develop their clinical skills. Unlike traditional training roles, this position is not solely classroom or office based. We are looking for someone who thrives in practice, enjoys working directly alongside frontline teams, and is committed to helping healthcare professionals translate learning into excellent clinical care.

You will work across a variety of settings including clients' homes, schools, community environments, and training facilities, supporting staff to develop the competence, confidence, and critical thinking required to deliver safe, effective, person-centred care.

About the Role

Alongside our Clinical Educator, the Clinical Practice Educator, will support the delivery, implementation, and continuous improvement of HASCS' clinical education programmes. Working closely with operational and clinical teams, you will help ensure staff are equipped with the knowledge, skills, and behaviours required to deliver high-quality complex care.

While HASCS has established training programmes, competency frameworks, and educational resources in place, you will play an important role in delivering these programmes, embedding learning into practice, and identifying opportunities to enhance staff development and clinical excellence.

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This role combines classroom teaching with field-based clinical support, offering a unique opportunity to influence practice directly and contribute to the development of a highly skilled workforce. The successful candidate will divide their time between classroom-based education and practice support across our services in London and the South Coast, ensuring learning is effectively embedded into day-to-day care delivery.

Key Responsibilities

Clinical Education and Training

- Deliver engaging, evidence-based clinical teaching across adult and paediatric complex care services.
- Facilitate classroom-based learning, workshops, practical skills sessions, and simulation training.
- Deliver training relating to delegated healthcare tasks and specialist clinical interventions.
- Support the delivery of induction, mandatory training, annual updates, and continuing professional development programmes.
- Contribute to the review and enhancement of existing educational resources, competency documents, and learning materials.
- Ensure all training reflects current legislation, national guidance, professional standards, and evidence-based practice.

Practice Education and Workforce Development

- Maintain a visible presence within operational services, working alongside healthcare staff in practice settings.
- Support healthcare professionals to apply learning safely and effectively within real-world care environments.
- Coach, mentor, and support staff at all stages of their professional development.
- Assist in the development and assessment of clinical competencies.
- Provide structured feedback to learners and managers regarding competency achievement and development needs.
- Support newly recruited staff, preceptees, and those undertaking competency-based development pathways.

Quality and Clinical Excellence

- Promote safe practice and the delivery of high-quality person-centred care.
- Support the implementation of clinical governance initiatives and quality improvement projects.

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- Identify learning needs through observation, audits, incident reviews, and feedback from operational teams.
- Contribute to service improvement initiatives aimed at enhancing clinical standards and workforce capability.
- Support the evaluation of educational programmes through monitoring of outcomes and competency assessments.

Professional Leadership

- Act as a role model for best clinical practice.
- Foster a culture of continuous learning, reflection, and professional development.
- Build effective working relationships with operational managers, nurse managers, and healthcare teams.
- Support the organisation in developing a positive learning culture that promotes excellence in care delivery.

Person Specification

Essential Qualifications

- Registered Nurse (Adult or Children's) with current NMC registration.
- Minimum three years' post-registration experience within a relevant healthcare setting such as complex care, community nursing, critical care, high dependency care, acute care, or equivalent.
- Postgraduate Certificate in Clinical Education, Healthcare Education, Medical Education, Professional Practice Education, or equivalent educational qualification
- Evidence of ongoing professional development.

Desirable Qualifications

- Degree-level qualification in Nursing or related healthcare discipline.
- Teaching qualification such as Award in Education and Training (AET) or equivalent.
- Qualification in coaching, leadership, or workforce development.
- Paediatric complex care experience.
- Experience in delivering CSTF - Aligned courses highly desirable
- An instructor certificate in basic life support (resus-council UK) highly desirable

Essential Experience

- Experience delivering clinical teaching, practical skills training, and competency assessments.

- Experience supporting healthcare professionals within clinical practice environments.
- Experience mentoring, coaching, or supervising healthcare staff and learners.
- Experience supporting workforce development and professional learning.

Knowledge and Skills

- Excellent communication and presentation skills.
- Ability to adapt teaching methods to suit different learning styles.
- Strong organisational and time management skills.
- Ability to build positive working relationships across multidisciplinary teams.
- Strong clinical assessment and decision-making skills.
- Ability to motivate, inspire, and develop others.
- Good IT skills, including Microsoft Office, and confidence using digital learning platforms and electronic systems.
- Commitment to evidence-based practice and continuous improvement.

Additional Requirements

- Full UK driving licence and willingness to travel throughout the service area.
- Ability to work flexibly to meet service needs.
- Willingness to occasionally deliver training outside standard office hours where required.

What We Offer

- Opportunity to shape the development of a growing clinical workforce.
- A varied role combining education, clinical practice, and professional leadership.
- Supportive and collaborative working environment.
- Ongoing professional development opportunities.
- The chance to make a meaningful difference to the lives of the children, young people, adults, and families we support.

At HASCS, exceptional care begins with exceptional people. If you are passionate about developing others, improving clinical practice, and helping healthcare professionals reach their full potential, we would love to hear from you.