JOB DESCRIPTION

LECTURER/PRACTITIONER IN NEPHROLOGY NURSING PRACTICE

JOINT APPOINTMENT BETWEEN THE

SCHOOL OF NURSING, DUBLIN CITY UNIVERSITY

AND BEAUMONT HOSPITAL

This post offers the successful candidate the opportunity to work in the dynamic and rapidly growing School of Nursing in Dublin City University, whilst retaining a significant practice remit in the Department of Nephrology, Beaumont Hospital. This is a very exciting time in the development of nursing, nursing research and education in Ireland. The School of Nursing in Dublin City University and its partner Beaumont Hospital are at the forefront of these developments.

ACCOUNTABILITY

The successful candidate will in the first instance, be accountable to the Professor of Nursing/Head of School, Dublin City University with regard to the development of the Graduate Diploma programme and ensuring academic rigour and achievement.

The post holder will be accountable to the Divisional Nurse Manager, Nephrology Speciality Beaumont Hospital for the implementation of the role in the clinical setting.

EDUCATION QUALIFICATIONS AND EXPERIENCE REQUIRED

1. To be registered with An Bord Altranais in the general division of the register.
2. To have name maintained on live register with An Bord Altranais.
3. To have a specialist qualification in Nephrology Nursing and ideally be educated to Masters Level.
4. Recent specialist practice experience in Nephrology Nursing is essential.
5. Previous teaching and course co-ordination experience is desirable.

PERSON SPECIFICATION

The successful candidate must be particularly skilled in formulating, maintaining and developing effective working relationships. The role will demand a significant degree of multi-disciplinary collaboration and liaison work. There will also be a need, where appropriate, to interface with the CPC role. Thus the successful candidate must have a high level of interpersonal, communication and negotiation skills to perform the role effectively.
OBJECTIVES OF THE POST:

The Lecturer/Practitioner will ensure, among other duties, the effective implementation, evaluation and ongoing development of the Graduate Diploma in Nursing, Nephrology Speciality at Beaumont Hospital. This will be a joint appointment between the Department of Nursing, Beaumont Hospital and the School of Nursing, Dublin City University. The Lecturer/Practitioner's time, over the course of the year, will be divided equally between clinical practice and academic development. It is envisaged that the role will facilitate an understanding between clinical and academic staff and will enhance the development of effective working relationships.

Two essential outcomes of the Graduate Diploma in Nursing are a higher level of clinical competency and an ability to initiate and lead practice development for the improvement of patient care. The student will not alone be required to recognise and understand relevant theory and concepts but also to apply critical thinking to the evaluation of theory and research and to apply such theory and research in practice situations.

To ensure this standard of education and student competency is achieved, the Lecturer/Practitioner will provide integrated clinical and academic leadership in the area of Nephrology Nursing. He/She will provide ongoing supervision and support to meet the individual needs of the students. This holistic, integrated approach will enhance the development of clinical skills and skills of critical thinking, decision making and reflection, all of which will result in the provision of a high level of clinical competency.

It is envisaged that the Lecturer/ Practitioner will have the autonomy and the organisational support required to develop the role in a way which is appropriate to the needs of the Department of Nursing, Beaumont Hospital and the School of Nursing, Dublin City University.

DUTIES AND RESPONSIBILITIES

The Lecturer/Practitioner will also act as an expert resource and change agent for continued professional development. He/she will participate with Clinical Managers in the ongoing development of teaching and learning initiatives for Nephrology nurses prior to entering the Graduate Diploma Programme, during and on it's completion. Likewise he/she will act as a resource for practice development and will participate in policy formulation in the following areas:

- Programme development and co-ordination
- Teaching
- Research
- Practice
- Programme evaluation

as determined by the Head of the School of Nursing, Dublin City University and the Director of Nursing, Beaumont Hospital.
PROGRAMME DEVELOPMENT AND CO-ORDINATION

Establish and maintain effective communication pathways between the Department of Nursing, Beaumont Hospital and the School of Nursing, Dublin City University with regard to the implementation and ongoing development of the Graduate Diploma in Nursing - Nephrology Speciality at Beaumont Hospital.

Collaborate with Nurse Managers/Practice Facilitators, with regard to the implementation and ongoing development of the programme in the Nephrology Speciality.

Support the personal and professional development of the students in accordance with aims and objectives of the Graduate Diploma Programme and provide supportive supervision when necessary.

Contribute to curriculum planning and be responsible for the development of the specialist modules of the programme.

Formulate standards of education to provide continuity and co-ordination of programme content.

Plan programme schedules for new intake of students in collaboration with clinical nurse managers, to include lectures/tutorial schedules, clinical placements, study release time, student assignment, assessment and examination schedules.

Undertake the role of an examiner/assessor in written and clinical examinations, as required.

Undertake the role of moderator for the assessment and examinations set out in the programme, as required.

Ensure that the necessary documentation regarding the Graduate Diploma are prepared and available to potential applicants and to students.

Undertake the co-ordination and administration of the programme ensuring appropriate records are maintained.

Provide clinical supervision for both students and staff according to guidelines developed between the School of Nursing, DCU and The Department of Nursing Beaumont Hospital. The School of Nursing, DCU is currently setting up a clinical supervision programme which the Lecturer/Practitioner will be expected to participate in and contribute to.
**TEACHING**

Undertake teaching and co-ordination duties assigned by the Head of the School of Nursing, Dublin City University.

Engage in ongoing personal and professional development including regular contact with an academic mentor appointed by the Head of the School of Nursing, Dublin City University and a clinical mentor appointed by the Director of Nursing/Divisional Nurse Manager, Beaumont Hospital.

Demonstrate the knowledge and skills required to lecture on undergraduate and post-graduate courses.

Teach on the core and specialist modules of the programme and act as a specialist resource for pre and post registration programmes.

Develop teaching, learning and assessment strategies that will best maximise opportunities to integrate theoretical concepts to specific practice situations, in consultation with clinical staff.

Analyse the needs in terms of preceptorship education in line with initiatives in Beaumont Hospital and DCU.

Work with colleagues in both Dublin City University and Beaumont Hospital to develop and implement a preceptorship training programme.

Assist clinical staff in the development of their teaching and assessing role as a member of the programme management team.

Facilitate the progression of academic writing skills and course assignment development.

**RESEARCH**

Act as a facilitator and resource person for nursing and multidisciplinary research in the Renal Services.

Evaluate, disseminate, discuss and contribute to current research in renal nursing with the aim of promoting evidence based practice.

Possess the necessary knowledge and skill to guide and support student with the principles and practice of research in renal nursing.

Enable students to develop the skills of critical analysis and utilise appropriate research findings in renal nursing practice.

Teach research methodology and appreciation and facilitate staff/students to develop research skills.

Act as a supervisor and support to students with the research enquiry module and assignments.
Develop a portfolio of research projects in collaboration with clinical nurse managers that reflect practice concerns and in accordance with Beaumont Hospital Ethics Committee and Dublin City University Policy.

**PRACTICE**

Act as a facilitator and expert clinical resource person for learning in the clinical environment.

Provide direct patient care, both as a specialist practitioner and a clinical supervisor.

Assess and identify learning needs and provide ongoing support and feedback.

Plan and organise student learning in the clinical setting.

Evaluate student's overall progress with relevant clinical staff.

Liase closely with team leaders/preceptors to promote high standards of teaching and clinical competency.

Establish and maintain an environment conducive to learning in the clinical setting.

Act as a specialist clinical resource, agent for change and facilitator of role integration in promoting the development of evidence based nursing practice, as part of multidisciplinary care of the Nephrology patient.

The post holder will assume responsibility to keep up to date with best practice and new developments and trends in the Nephrology Speciality.

**PROGRAMME EVALUATION**

Evaluate specialist module content and recommend modification in light of changing needs to the Programme Management Team.

Provide ongoing evaluation and modification of the teaching learning and assessment process utilised in the programme.

Undertake the evaluation of the programme within the context of its progress, lecture content and student experience, recommending modifications where required.

**ADDITIONAL INFORMATION**

Within the first six months of appointment the successful candidate should submit a proposal regarding his/her ongoing professional development needs in terms of preparation as a Lecturer and clinical supervisor.

The Lecturer/Practitioner role is developmental in nature. The duties and responsibilities are subject to review and amendment as the role develops.

This is a three year contract.

Salary Scale: £29,802 - £41,124 (above bar)
Lecturer £22,809 - £26,235 (below bar)

Closing Date: 21st September 2001