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CAJE REF Wales/WPF/2025/0001

APPROVED 20/02/2025

# JOB TITLE Wales Diagnostic Radiography Practice Education Facilitator

# BAND 7

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| Job Summary | | |
| * Responsible for the development and delivery of practise based education for the registered and nonregistered diagnostic radiography workforce, initiating and leading on a range of theoretical and practical educational approaches to meet the needs of the directorate, corporate, clinical, and individual objectives. * Maintain an overview of national best practice, guidance, research, and initiatives, leading on workforce education designed to align to these and facilitating continuous service improvement. * Establish and maintain links with wide range of educational providers to ensure clinical requirements of accredited qualifications are seamlessly delivered and aligned to service delivery requirements. | | |
| Responsible to | | |
| Reporting: | Accountable: | Professionally: |
| Responsibilities and Duties | | |
| **Leadership and Education**  Take responsibility for the development and delivery of practice based education, ensuring both the registered and unregistered diagnostic radiography workforce gain the skills and qualifications needed to enhance service delivery.  Coordinate and support the delivery of post graduate qualifications, supporting the identification and delivery of additional in-house learning opportunities and ensuring clinical requirements are attained.  Develop and deliver learning programmes which are centred around the current and future needs of the service and workforce.  Provide opportunities and undertake formative assessments to ensure learners’ progression through agreed training plans.  Work alongside senior colleagues to ensure induction and return to practice packages are delivered effectively and meet the needs of individual staff.  Utilise and promote effective coaching and mentoring skills in the development of others, providing support, education and opportunities for development and career guidance.  Apply knowledge of educational theory and the different types of learning, creating level-appropriate, relevant, and inclusive education packages which are both suitable for individual learners and address the needs of the service and qualification.  Be a role model for leadership, training, coaching and assessment of staff development across all grades, supporting the radiography workforce to achieve their full potential in clinical effectiveness.  Work alongside senior colleagues to ensure all opportunities for staff to undertake formal training and qualifications are underpinned by a fair selection process.  Help identify staff required to undertake practice supervisor and clinical assessor training, ensuring sufficient numbers remain in post and accessible to support clinical assessment requirements.  **Planning and Design**  Work alongside senior managers to understand service requirements, identifying and creating resources to support and enhance practice based learning.  Identify future education and training opportunities to support continuous service improvement, highlighting these to senior managers and ensuring they align with and compliment IMTP and WFP processes.  In line with strategic policies and financial regulations, work closely with senior managers and clinical leads to coordinate and compile the annual training needs analysis, ensuring the skills and knowledge of the non-medical workforce align to service needs and priorities can be delivered.  Maintain oversight of current and emerging research, supporting the introduction and monitoring of new ways of working through the development of training packages.  **Improvement and Monitoring**  Undertake and support others in the completion of audit processes and undergraduate dissertations, ensuring robust research, data collection, results analysis, and recommendations are central to underpin changes in practice.  Be aware of any performance related issues within the trainee and employed workforce, working alongside individuals and supporting them to reach the required standards when required.  Develop and maintain appropriate training and competency records to evidence that all trainees attain and maintain the level of training and competence required for their role.  Ensure staff working in areas relevant to this post adhere to all requirements and safe working practices.  **Communications**  Form and maintain close working relationships with a variety of internal and external training providers, ensuring clinical aspects of qualifications are optimised and aligned to service needs and reporting trainee progress as required.  Work closely with managers and senior leadership teams both within and external to profession, to establish an environment which is conducive for learning, providing greater access to high quality training and development.  Represents the Health Board / Trust and service in discussions with professional and technical bodies.  Attend relevant Quality and Safety meetings, ensuring learning from risks, complaints and clinical incidents is translated to learning packages for staff.  Able to receive and provide complex, sensitive, and potentially contentious information in both oral and written formats and be able to tailor and share this with a wide range of stakeholders which may include learners, senior managers, and internal and external education providers.  Can adapt own communication skills and techniques to individuals, ensuring support and feedback to learners is shared in a considerate and constructive manner.  **Clinical**  Maintain a high level of clinical skills and knowledge within diagnostic radiography to support practical teaching, demonstration, and clinical based assessments.  Work alongside staff and undergraduate trainees in clinical practice to promote the acquisition of skills and knowledge, ensuring opportunities for informal teaching are maximised.  Provide factual information about examinations to trainees and patients before, during, and after procedures, being able to tailor this to effectively overcome any barriers to communication i.e., cultural differences, language barriers, sensory impairment, or psychological difficulties.  To contribute to the update and development of relevant policies, procedures and protocols to support clinical governance.  Take professional responsibility for the quality, accuracy and adequacy of own clinical examinations and those completed by staff / trainees under their supervision.  To be actively involved in the assessment and review of clinical skills and competencies, undertaking formal assessments as part of educational programmes and acting as an Internal Quality Assurer (IQA) where required.    **Non-Clinical**  Ability to motivate learners who may have competing demands on their time, ensuring practice based work is completed on time and to the required standard.  Ability to negotiate, influence and persuade staff, senior leaders and other stakeholders of the importance of work based education, ensuring sufficient dedicated time for learning and education within the clinical environment whilst not adversely impacting examination times or waiting lists.  Undertake appraisal and personal development reviews, being the central point of contact for managing any capability concerns or formal processes.  Proficient in time management and prioritisation, working autonomously to manage own workload.  Actively promote learning and sharing of best practice, developing and maintaining networks across Health Boards and organisations to ensure support, resources and teaching is optimised and consistent across Wales.  Maintain own personal development portfolio and compliance with mandatory training requirements, researching additional ESR modules which may benefit own practice and those of the workforce.  **Finance and Budget**  Maintain up to date records of external training and education qualifications pertinent to service requirements, ensuring providers, content and costs are clear and to facilitate selection of those most relevant to service requirements.  Ensure optimal use of training and education budgets, taking responsibility for applications to external funding sources to support education and training.  Work alongside senior managers and finance colleagues to illustrate the efficiency and service delivery savings which may be achieved through investment in workforce education and formal qualifications.  **Digital and Information**  Maintain accurate clinical information and patient records pertinent to role and supporting others to do the same.  Horizon scan and maintain up to date knowledge of digital and AI solutions which may provide and supplement and support workforce learning, development, and education. | | |
| PERSON SPECIFICATION | | |
| Qualifications and Knowledge | | |
| Essential Post graduate qualification to Masters level (or equivalent) relevant to role.  Registered with HCPC with no restrictions to practice.  Registered with relevant professional body. Desirable Formal teaching qualification e.g. PGCE  Assessor and/or IQA qualification.  Leadership / management qualification. | | |
| Experience | | |
| **Essential**  Substantial experience within diagnostic radiography.  Experience supporting and/or delivering education within clinical environment.  **Desirable**  Management / leadership experience.  Experience of managing budgets / external funding applications.  Service development or change management experience. | | |
| Skills and Attributes | | |
| Welsh Language Skills are desirable levels 1 to 5 in understanding, speaking, reading and writing in Welsh  Demonstrated enhanced / advanced clinical skills, able to demonstrate and support others in achieving similar.  Ability to create and deliver teaching using a variety of methods to support the varying learning requirements of individuals.  Excellent communication skills, being able to effectively communicate with staff of varying bandings and seniority.  Able to work autonomously and manage competing priorities on time.  Able to rapidly form effective working relationships with a variety of stakeholders.  Person-centred and holistic approach to patient care. | | |
| Other | | |
| Satisfactory Standard / Enhanced DBS clearance including an/a Adults and Children’s Barred List check.  Ability to move and handle equipment and assist with manual handling of patients.  Flexible to meet the needs of the service.  Ability to travel between Health Board sites in a timely manner. | | |