



CLINICAL SKILLS FACILITATOR

CANDIDATE BRIEF



MISSION STATEMENT

To offer 'Peace of Mind through Trust and Understanding for All'



VIDA HEALTHCARE

Committed to providing the highest quality care for people living with dementia.

Vida Healthcare is a specialist dementia care provider based in Harrogate, North Yorkshire. Our three purpose-built care homes – Vida Hall in Starbeck, Vida Grange in Pannal and Vida Court in Harlow Carr all offer quality, person-centred care, state-of-the-art facilities and all the comforts of home.

OUR ETHOS OF CARE

We are committed to providing quality care

Every person receiving our service will experience quality care. It is essential to us that excellence remains at the forefront of our efforts.

We will use the most up to date information available to us

We will use the latest research, emerging evidence and professional literature, in conjunction with our own in-house clinical expertise to provide the highest standards of care.

We will always respect and protect the rights of our service users and deliver high quality, compassionate care

Through a comprehensive induction and ongoing training programme, our staff will have a clear understanding and respect for the core values which underpin the care and support we provide; respect, dignity, fairness, equality and autonomy.

We will approach our duties within Vida Hall, Vida Grange and Vida Court with sensitivity and respect

We will aim to adapt our ways of working whenever possible to cater for people's needs and routines. We will respect our residents' privacy and involve them in decisions which affect day to day living within the home.

We believe the employees of Vida Healthcare are its greatest asset

Vida Healthcare supports its staff to meet their personal responsibilities in relation to the knowledge and accountability for their own practice. We are committed to providing ongoing staff supervision and appraisals, structured training programmes and individual training objectives to allow for professional growth and development.





VISION & VALUES

VERY IMPORTANT PEOPLE

IN IT TOGETHER

DETAIL, DETAIL, DETAIL

ALWAYS KIND

To be united in excellence

Peace of mind through trust & understanding for all



JOB DESCRIPTION

Job Title: Clinical Skills Facilitator

Reports to: Reports to: Learning, Development and Quality Manager

Job Summary

To develop and deliver a program of clinical skills training to all relevant staff, students and volunteers in the organisation.

Knowledge and Experience

- Must hold a valid and active PIN Number with the nursing and midwifery council to be considered for this role
- UK Driving license is preferable
- Must be willing to work across all work sites and houses within the organisation
- Excellent interpersonal skills
- Excellent organisational and planning skills and the ability to prioritise own workload
- Proven track record in developing staff skills knowledge and competency

Responsibilities

- Supporting the delivery of positive interventions in dementia care training as an Associate Instructor
- Leading planned learning activities specifically around clinical skills development
- Supporting the wider organisation by responding to referrals using a training needs analysis
- Working in collaboration with the Learning, Development and Quality Manager and Clinical Development Lead to ensure that all clinical skills training follows best practice guidance and a sound evidence base
- Supporting newly registered and newly recruited nurses to develop in their role as clinicians
- Contributing to a program of clinical supervision

Data Protection

The Company's Data Protection Policy is available on the Vida Policies platform. All job roles within Vida Healthcare are required to adhere to the Company's Data Protection Policy at all times when handling personal data in the course of executing their role responsibilities. Failure to comply with the Company's Data Protection Policy may be dealt with under the Company's disciplinary procedure and, in serious cases, may be treated as gross misconduct leading to summary dismissal.



General requirements

- Adhere at all times to Company Health and Safety Policies and maintain a clean, uncluttered, and safe environment for residents, members of the public, and staff.
- Adhere at all times to Company Policies relating to Conduct including Confidentiality Policy, Smoke-Free Policy, Standards of Attendance, Appearance, and Behaviour.
- Take responsibility for their own ongoing learning and development in order to maximise their potential.
- Represent Vida Healthcare to provide the highest possible standard of service to residents and members of the public, by treating all those that one comes into contact with in the course of one's work in a pleasant, courteous and respectful manner.
- Staff at Vida Healthcare will share the Company's values and commitment to providing the highest quality, compassionate care.
- The **Clinical Skills Facilitator**, along with all other roles within the Company, carries the responsibility for safeguarding and promoting the welfare of our residents.

This job description indicates the main duties and responsibilities of the post. It is not intended as a complete list and may be subject to review periodically.



WHAT WE OFFER

Hours and rate of pay

- 37.5 hours per week
- Annual salary of £46,312

Membership of a workplace pension scheme (where eligible)

Salary sacrifice schemes (where eligible)

- Cycle to work
- Pension

Staff referral scheme

Employee Assistance Programme

- A free, confidential health and wellbeing service for all of our employees and their immediate families

Healthcare Cash Plan

Blue Light Card

- The discount service for the emergency services, NHS, social care sector and armed forces, providing members with thousands of amazing discounts online and on the high street

Free on-site parking

Excellent working conditions and environment

Free access to Vida Academy

- We support all our staff, from new starters right through to senior managers, to learn and develop in their role. Vida Academy promotes lifelong learning across the organisation and establishes our staff as dementia ambassadors



HOW TO APPLY

All candidates must complete our application form, including a personal statement outlining how they meet the requirements for the role.

To provide false information is an offence and may result in your application being rejected, any offer of employment being withdrawn, or summary dismissal if already appointed.

Selection for interview will be undertaken by a panel. Each panel member will assess which candidates most closely meet the necessary experience and skills criteria for the role. At least one member of the interview panel will hold a current Safer Recruitment Certificate.

Closing date for applications is **13 January 2025**

Interviews will be held week commencing **20 January 2025**

Candidates must have the right to work in the UK as we cannot offer sponsorship for this role

We reserve the right to close the vacancy if a suitable candidate is identified during the recruitment process.



We look forward to receiving your application.

