Position Description

Role Title:	Educator (Nurse/Midwife)		
Function:	Campaigning and Communications	**Team:**	Education and Events
Classification:	Level 7	**Location:**	Brisbane
	Employees of Queensland Nurses and Midwives' Union Enterprise Agreement		
Role Reports to (role title):	Education Manager		
Direct Reports (role titles):	No staff supervision responsibilities		

Role purpose

Objective of the role

At the QNMU, our purpose is to grow the strength, influence, confidence and power of Nurses and Midwives within Queensland. As a Union, we advance the industrial and professional interests and wellbeing of nurses, midwives and carers and empower members to take collective action to achieve on our core objectives, using union activism to address external pressures on the social determinants of health.

The team aspiration is to deliver high quality education and events for members, to empower them to make positive change in their workplaces and communities through knowledge and engagement.

The role of Educator (Nurse/Midwife) exists to engage, build, develop and activate members and member leaders using professional-based education. The role also monitors and evaluates education offerings that delivers on a transformational activism agenda and offers members quality continuing professional development opportunities.

There is a requirement to travel away from home within QLD to facilitate education sessions for up to five (5) nights at a time. Due to the travel required in this role, a current and valid driver's licence is required.

Key outcomes will include: -

- Identify opportunities to construct and develop new course content from member feedback and the internal/external landscape (including nursing and midwifery professional issues)
- Deliver modern education content that is continually improved based on constructive feedback from members with a focus on building power. Lead the operation of the QNMU's online CPD platform in conjunction with the contracted platform provider.
- Contribute to and participate in team strategies and campaigns to assist in building members' power through education and increasing members' knowledge base

Key Accountabilities

Develop and deliver highly effective education

- Contribute to the development and delivery of a program of face to face and online (including e-learning and zoom) courses that meet organisational goals and progress a transformational activism agenda.
- Partner with internal and external experts to build and deliver a contemporary and effective education offering.
- Lead the implementation and ongoing operation of the QNMU's online CPD platform in conjunction with the contracted platform provider.
- Source and develop new professional content, review and improve current content and identify and implement the most appropriate mode to deliver this content.

- Create a learning environment where participants feel comfortable, supported and able to embrace learning by accurately reading and managing the dynamics of each group.
- Create learning opportunities for participants to revisit, integrate and reinforce their learning, including undertaking follow-up activity.
- Develop and deliver (staff based) and (member based) education to support the identification and development of activists and member leaders and internal capacity.
- Contribute to the creation of various training and promotional materials for the education unit.
- In collaboration with other educators, establish QNMU education frameworks, processes and templates to ensure consistency in approach and quality.
- Advise relevant internal stakeholders about any trends or specific issues of importance regarding members and their workplaces.
- Identify opportunities for innovation and continuous improvement in processes, practices, technologies and modalities used in program design and delivery.

Contribute to team planning and participate in implementation of strategies

- In conjunction with team members, develop an education program which meets organisational goals and delivers a transformational activism agenda.
- Contribute to and participate in team strategies, campaigns and activist development initiatives as directed.
- Undertake tasks that support union activities as directed by the Education Manager, Director, Campaigning and Communications, the Secretary or Assistant Secretary.

Organisational

- Ensure work undertaken is consistent with the QNMU purpose, values and commitments within the strategic plan.
- Uphold QNMU's values, team norms / philosophies and demonstrate commitment to QNMU's purpose.
- Create and maintain an inclusive environment free of bias, which welcomes diversity and enables staff to succeed.
- Model a positive attitude regarding cultural diversity.

Role requirements

Key role requirements
Qualifications and Professional Registrations • Registered with the Nursing and Midwifery Board of Australia (NMBA). • Certificate IV in Training and Assessment (TAE) or equivalent or working towards (highly desirable). • A current and valid driver's licence**.** **Experience** • Demonstrated experience in delivering education so participants develop and apply knowledge and skills in a range of areas • Active experience in union organising and activities (highly desirable)
Key Capabilities/ Technical Competencies (skills, knowledge, technical or specialist capabilities)
• High level of communication skills to persuade, influence or convince within relevant field of expertise. • Demonstrated ability to work as a team member and take a collaborative approach to work to build relationships with internal and external stakeholders. • Demonstrated ability to research, analyse and evaluate training needs and reach sound conclusions and provide viable options. • Demonstrated ability to be self-directed, establish priorities, use initiative and be proactive in raising and dealing with issues • An ability to travel away from home for up to five (5) nights at a time. • History of pursuing own continuous professional development (highly desirable)

Positive Workplace Environment
• QNMU is committed to creating a positive and inclusive workplace that prioritises mental well-being, fairness, and professionalism. They will take proactive measures to ensure that the workplace and all QNMU gatherings and activities are free from bullying, discrimination, harassment, and racism, whilst ensuring a physically, psychologically and culturally safe environment for all. • Applicants are expected to be committed to the principles of unionism generally and the QNMU's values. • All roles are expected to adhere to the QNMU Delegations Policy.