**Department of Human Resources**

**OPSEU Job Description**

**Job Title:**  Trent Simulation Hub Simulationist

**Job Number:** SS-081 | VIP: 1567

**NOC:** 4012

**Band:**  9

**Department:**  Trent/Fleming School of Nursing

**Supervisor Title:**  Manager, Clinical Learning

**Last Reviewed**: March 30, 2022

**Job Purpose**

The individual creates an exceptional learning environment that celebrates diversity within our student population and perspectives on caring for individuals, families, and communities across the continuum of care. Reporting to the Manager, Clinical Learning and guided by the Hub Senior Demonstrator, the Simulationist organizes, prepares, facilitates, and evaluates learning experiences in theTFSON: Trent Simulation Hub. The Simulationist works within the Hub Team and collaborates with the Manager, Clinical Learning and the Hub Senior Demonstrator and content experts to adapt and update clinical course and experiential learning materials to meet the curricular requirements.

This Registered Nurse collaborates with other Hub staff to provide a productive and pedagogically sound complex learning environment. She/he/they will supervise and debrief learners in complex clinical scenarios and support educational activities of the TFSON. The individual will support all Hub NARs related Clinics, including (but not limited to) TB clinics, vaccine clinics, mask fit testing, and CPR.

The position will include occasional evening and weekend hours to meet the operational needs of the program.

**Key Activities**

**Instructional Activities:**

**Direct Instruction:**

1. Teaches TFSON: Trent Simulation Hub (Hub) course content.
2. Facilitates intra and interprofessional simulations
3. Supervises, supports, and evaluates students during practice and debriefing of Hub activities.
4. Liaises with clinical instructors in the evaluation of individual students.
5. Teaches groups of students in the Hub labs to maintain and improve own skills and to role model best practices.
6. Works with clinical instructors and new Hub staff to develop their skills in supervising and debriefing scenarios.
7. Supports the remediation of at-risk students identified by Hub staff, clinical faculty, or instructors.
8. Ensure appropriate fidelity and realism of simulation events, including moulage, equipment, supplies, room and furniture to meet simulation-based learning objectives and simulations needs.
9. Ensure pre-authorization for the use of curriculum, equipment and facility.
10. Assure simulation programs comply with standards set forth by the appropriate accrediting bodies (i.e. INACLS, CNO, CASN, TFSON).
11. Support the short, intermediate, and long-term teaching, research, and operational goals of the program.
12. Maintains certification and competency as a Heart and Stroke Association (BLS) instructor. Ensure HSF goals and objectives are followed. Serve as an instructor for certification courses. Submit course documentation to the Hub administrative assistant for record-keeping and submission to HSF.
13. Supports the overall function of the Hub and placement teams

**Educational Development:**

1. Supports the development, and implementation of program curriculum to ensure high quality experiential learning is achieved and program goals are met.
2. Works with other Hub team members to develop manuals that outline the learning expectations and equipment requirements for each scenario.
3. Creates a positive learning environment, working with the Manager, Clinical Learning and the Hub Senior Demonstrator, to develop and revise policies for student experiences in the laboratories.
4. Participates in rigorous self-reflection and peer evaluations of facilitation activities.
5. Engage in available opportunities to learn about current developments in best practices in simulation, share information in best practices externally (publications or present as panellist at industry events and conferences), develop and maintain relationship with simulation specialists to engage in collaborative problem solving and innovation.
6. Works collaboratively with faculty and staff, simulationists, and other stakeholders to develop, coordinate, implement, and evaluate simulation-based education and events, learning objectives, case scenarios, program planning, evaluation tools, and other TFSON: Trent Simulation Hub needs.
7. Participate in event and scenario planning meetings to provide curriculum and learning objective expertise consistent with capabilities and congruent with simulation standards of practice.
8. Collaborate with Manager, Clinical Learning and Hub staff to identify program strengths and needs, including equipment, facilities and human resources.
9. Collaborates with Manager, Clinical Learning, clinical faculty, clinical instructors, Hub staff, external partners, and stakeholders to achieve consistent learning outcomes, integrates the application of simulation-based education and events, research, and others with the mission, strategic priorities and objectives of the TFSON and Trent University including (and not limited to) excellent relational patient care, enhanced safety, improved outcome metrics across the system.
10. Support and instruct others on technical aspects of operating simulators and equipment.
11. Maintain two-way communication with the TFSON: Trent Simulation Hub team to ensure that inquiries through simulation(s) and evaluation activities are met.
12. Assure simulation programs are in compliance with standards set forth by the appropriate accrediting bodies (i.e. INACLS, CNO, CASN, TFSON).

**Coordination of Hub Experiences:**

1. Performs the duties for successful facilitation of simulation and active learning sessions for which she/he/they are responsible.
2. Assist with the set-up of Hub activity scenarios and equipment.
3. Ensures that appropriate supplies and equipment are in place and that simulators are appropriately programmed before teaching sessions.
4. Supports TFSoN NARs clinics and activities.

**Liaison and Representation of the School:**

* + - 1. Liaises with clinical institutions/agencies to ensure the practice in the Hub aligns with practice in the agencies in which students undertake clinical practice.
      2. Performs other duties as required for smooth functioning of the labs and teaching program.
      3. Conduct facility tours participate in events providing exposure and insight into the program.

**Evaluation and Research:**

1. Works as a member of the Hub team to collect data for formative and summative evaluation of simulation experiences.
2. Attends workshops and conferences to learn about new developments and remain current with best-practice standards.

**Position Requirements**

The Simulationist is a highly trained individual that can navigate the complexities of facilitating a simulation. The Simulationist incorporates theoretical and practical knowledge, simulation standards of practice, and self-reflection into simulation facilitation. The Simulationist is experienced with using a variety of simulation modalities, such as human patient simulators, simulated participants, hybrid, and virtual simulations. She/he/they demonstrate the requisite knowledge and skills to engage in simulation activities fully. The Simulationist fosters a transformational learning environment where participants can develop critical thinking and clinical reasoning skills. Practice psychomotor skills and apply essential principles such as ethics and confidentiality.

The position will include occasional evening and weekend hours to meet the operational needs of the program.

**Education**

1. Master’s Degree preferred.
2. Baccalaureate Degree in Nursing or related field required.
3. Current registration with the College of Nurses of Ontario.
4. Simulation Facilitation Certification.
5. Heart and Stroke Foundation Instructor certification (BLS).

**Experience Required**

1. Three to five years of clinical and/or laboratory experience including two years of teaching experience.
2. Knowledge of simulation at low, medium, and high degrees of fidelity.
3. Ability to work well under pressure, set priorities, make timely decisions and demonstrate good judgement in demanding situations.
4. Ability to self-motivate and work independently.
5. Ability to adjust to frequent changes in priorities, project needs and workflow.
6. Ability to maintain confidentiality.
7. Resourcefulness and initiative to learn new skills.
8. Ability to react to frequent changes in duties and volume of work.
9. Ability to learn computer and application skills as applicable to role.
10. Knowledge of computer hardware equipment and software applications relevant to simulation functions preferred.
11. Proficiency in Microsoft applications including word, excel and powerpoint.
12. Strong interpersonal, communication, collaboration and negotiation skills
13. Ability to manage complex situations involving large numbers of people
14. Ability to listen empathetically and maintain an inclusive and respectful environment.
15. Work effectively with internal and external stakeholders