**Department of Human Resources**

**OPSEU Job Description**

**Job Title:** Trent Simulation HubSenior Demonstrator – Team Lead

**Job Number:** SS-071 | VIP: 1439

**NOC:** 4012

**Band:** 11

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

**Supervisor Title:** Manager, Clinical Learning

**Last Reviewed:** March 30, 2022

**Job Purpose**

Reporting to the Manager, Clinical Learning, the Trent Simulation Hub Senior Demonstrator guides and oversees the daily work of the Hub staff, student employees and volunteers. They collaborate with the Manage, Clinical Learning, faculty, and Hub staff to develop and modify experiential learning activities to meet the curricular requirements of novice to advanced students in nursing and inter-professional learning. To achieve a pedagogically sound environment for complex learning to occur, this Registered Nurse, an expert in nursing practice and education, participates as a team member with other Hub support staff to provide an effective learning environment. The position will include occasional evening and weekend hours to meet the operational needs of the program.

**Key Activities**

*Instructional Activities*

**Direct Instruction:**

1. Guides the work of the Hub Simulationist, Demonstrators, Assistant, student employees, and volunteers
2. Supervises supports and evaluates students during practice and debriefing of specific learning experiences
3. Liaises with Hub Demonstrators and Simulaitonists in the evaluation of individual students
4. Develops and supervises simulation-based remediation for students who may be at risk of clinical failure
5. Teaches groups of students in the Hub to maintain and improve own skills and to role model best practices
6. Works with Hub Demonstrators, faculty and staff to develop their skills in supervising and debriefing simulation scenarios
7. Participate in selection, training and evaluation of standardized patients.

**Educational Development:**

1. Consults with the Manager of Clinical Learning and the faculty on development of scenarios that optimize simulation capability and promote progressive psychomotor and critical thinking skills
2. Helps to develop a portfolio of simulation scenarios appropriate for different levels of students in nursing and inter-professional learning sessions
3. Works with other members of the Hub to develop manuals that outline the learning expectations and equipment requirements for each scenario.
4. Creates a positive learning environment, working with the Manager of Clinical Learning to develop and revise policies for student experiences in the Hub, ensuring they are congruent with program and university policies and procedures.

**Coordination of Hub Activities:**

1. Oversees the day-to-day operations of the teaching laboratories/sessions
2. Liaises with the Manager of Clinical Learning and the clinical course coordinators to integrate simulation into courses and ensure effective use of labs to achieve learning outcomes of the course.
3. Supports TFSON NARs clinics and activities
4. Oversees the tracking of missed labs and organization of student remediation
5. An active member of the TFSON; Trent Simulation Hub committee
6. Knowledge and ability to ensure a safe and healthy work environment by complying with health and safety policies, standard practices, and programs in keeping with occupational health & safety legislation and regulations.
7. Creates Hub attendance forms using IRIS course lists.
8. Develops and Maintains a cycle plan for the position.

**Liaison and Representation of the School;**

1. Liaises with counterparts in other professional programs for smooth and equitable use of TFSON Hub space
2. Participate with other professional departments at Trent University and Fleming College to develop and teach inter-professional scenarios.
3. Liaises with faculty to ensure timely integration of active learning into courses.
4. Performs other duties as required for smooth functioning of the Hub and teaching program.

**Evaluation and Research;**

1. Works as a member of the Hub team to create procedures to collect data for formative and summative evaluation of simulation experiences
2. Participate in planning and implementing simulation research, including participation as a co-investigator, data collection and analysis.
3. Maintains an up-to-date bibliography of writings and websites on simulation
4. Attends workshops and conferences to learn about new developments and share TFSON experience.

**Education**

Masters Degree in Nursing or related field.

Current registration with the College of Nurses of Ontario is required.

SIM-One Keystones Certificate.

ISEP certification.

**Experience Required**

* Five years of clinical and/or laboratory experience including two years of teaching experience
* Knowledge of simulation at low, medium, and high degrees of fidelity
* Knowledge of computers, databases, and LMS
* Strong interpersonal, communication, collaboration and negotiation skills
* Ability to manage complex situations involving large numbers of people

**Job Evaluation Factors**

**Responsibility for the Work of Others**

Direct Responsibility

* Oversees and guides the work of Hub, Simulationists, Demonstrators, Assistant, TWSP employees, and volunteers

Indirect Responsibility

* Supports the hiring and training of new Hub employees

**Communication**

Internal:

* Students: teaching, assignment and evaluation
* Technicians: equipment repair and replacement
* Staff and Faculty: answer queries
* Faculty: department business and collaboration
* Hub employees: explanation of learning experiences

External:

* Clinical learning centre demonstrators/facilitators at other schools of nursing
* Partner agency educators
* Clinician colleagues in the Peterborough-Oshawa-Toronto area

**Motor/ Sensory Skills**

* Fine Motor Skills - manipulating equipment and measuring devices, keyboarding and data entry
* Dexterity - precision in manipulating and programming simulation equipment
* Hearing - responding to student and faculty queries
* Sight-reading reports, accuracy in operating and programming simulation equipment
* Touch - precision in operating and programming simulation equipment

**Effort**

Mental:

* Sustained concentration - evaluating student performance, reading new material, analyzing problems, using software and working with simulation equipment, collecting and inputting data

Physical:

* Standing, Walking - overseeing and running TFSON: Trent Simulation Hub learning sessions and NARS related services
* Lifting - Moving equipment and rearranging labs/classrooms.

**Working Conditions**

Physical

* Moving between multiple workstations
* Indoors and outdoors in all weather

Psychological:

* Complaints - Complaints from faculty and students, Hub employees
* Conflicting work priorities and deadlines - labs, manuals, assignments
* Angry students upset with evaluation - Directing students to the appropriate person
* Interruptions - Interruptions from students, staff, and faculty
* Lack of control over the pace of work - the academic term “Beginning of term changes to attendance forms
* Multiple competing demands - instructing in several courses
* Guiding the work of others
* Variable work schedule