



Job Description



Job Title:	Training and Clinical Coach Supervisor
Department/Team:	South Division / London Hospitals
Location:	London Animal Hospitals
Line Manager's Title:	Clinical Manager

1. Overall Job Purpose

Provide high quality veterinary nursing services, according to the standards and policies laid down by the RSPCA and RCVS, through the line management and training support of Student Veterinary Nurses, Degree Students and Veterinary Care Assistant Students.

Assisting the Clinical Manager and the Staff Nurses with induction and ongoing training of the whole Nursing and Hospital Assistant team.

2. Structure

See Establishment Structure Charts.

3. Key Tasks/Job Description

- Line manage up to 6 Student Veterinary Nurses and 4 Veterinary Care Assistants at one time; including communication, offering support and guidance, conducting appraisals/probationary reviews and performance reviews as well as overseeing the completion of their courses in the workplace.
- Oversee and provide Clinical Coaching of Student Veterinary Nurses across the two hospitals to ensure their best chance of successful qualification and also to ensure adherence to daily nursing duties and protocols.
- Review, in conjunction with the Clinical Manager, the clinical standards and the level of clinical care provided against those standards.
- Provide training and development for nursing and other staff during their induction and continued employment on standard procedures and hospital protocols
- Promote and develop positive working relationships with re-homing centres, the public & Private Veterinary Surgeries in order to maintain professional working relationships. To facilitate the policies of the RSPCA such as re-homing, welfare and responsible pet

ownership. Ensure all trainees are aware of the importance of these relationships.

- Undertake general nursing duties as required, administer treatments eg injections, medication, fluid therapy, dressing, first aid, euthanasia/lethal room management, including minor surgical procedures.
- Ensure a high standard of cleanliness throughout the hospital through supervision of training staff.
- Maintain up to date and accurate clinical records
- Undertake any other duties as maybe directed from time to time by the Hospital Clinical Director

While at work all staff are required to:

- Adhere to the Society's charitable objectives which are to promote kindness and prevent cruelty to animals.
- Understand and comply with the Society Code of Conduct.
- Take care of their own health and safety and that of others who may be affected by their acts and omissions.
- Co-operate with Society policies and procedures.

In addition to your normal duties, you may occasionally be required to undertake such other reasonable duties as necessary to meet the needs of the Society.

4. Person Specification

Please see person specification attached (appendix A)

This job description is a statement of the job content required as of October 2017. It should not be seen as precluding future changes.

PERSON SPECIFICATION**Training and Clinical Coach Supervisor**

	ESSENTIAL	DESIRABLE
PROFESSIONAL AND/OR TECHNICAL QUALIFICATIONS	<p>Current registration with RCVS, or registrable equivalent qualification.</p> <p>Assessor award or other NVQ assessor qualification specific to VN training. Up to date clinical coach certificate.</p>	
EXPERIENCE	<p>Significant post qualification experience working within a veterinary hospital or clinic.</p> <p>Previous experience as a Clinical Coach.</p>	
SKILLS AND COMPETENCIES	<p>Previous supervisory experience.</p> <p>Computer literate.</p> <p>Presentation experience.</p> <p>Experience with veterinary health and safety.</p>	
PERSONAL QUALITIES	<p>A flexible approach to work and able to respond to changing priorities and schedules.</p>	
SPECIAL CIRCUMSTANCES (if any)		