



Job Title	Clinical Nurse Mentor
Department/Institute	Institute of Applied Sciences
Reporting to	MCAST Nursing Academic Team
Main Objective	The Clinical Nurse Mentor supports undergraduate nursing students from the Malta College of Arts, Science and Technology (MCAST) during their clinical placements. The role involves providing clinical supervision, clinical assessment, and role modelling in accordance with established educational and clinical standards. The Clinical Nurse Mentor fosters an inclusive clinical learning environment that promotes clinical competence, ethical sensitivity, reflective inquiry, and the development of a professional nursing identity. The role is central to ensuring safe, evidence-based, person-centered care while supporting students to integrate theory with clinical practice.

DUTIES AND RESPONSIBILITIES:

Clinical Supervision

1. Provide ongoing supervision of students in clinical settings to ensure safe, effective and evidence-informed patient care.
2. Allocate appropriate learning opportunities based on each student's level of competence and learning outcomes.
3. Maintain consistent visibility and accessibility within the clinical placement area to ensure a supportive learning presence.
4. Offer timely constructive feedback to facilitate reflective learning and clinical development.

Teaching and Facilitation of Learning

5. Facilitate clinical learning through demonstration, guided practice, critical questioning and discussion in line with The Scope of Professional Practice.
6. Support students in integrating theoretical knowledge with clinical decision-making and person-centered care.

7. Promote reflective practice by engaging students in reflective dialogue, ethical reasoning, clinical interpretation and relational understanding of nursing.
8. Encourage inquiry-based learning that develops critical thinking, accountability and professional growth.

Assessment and Evaluation

9. Observe and assess student performance against MCAST clinical competencies and learning outcomes.
10. Provide formative feedback based on observed practice and objective criteria rather than personal judgement.
11. Identify learning needs collaboratively and develop tailored action plans to support student progression.
12. Accurately document assessments and complete required evaluation reports within the agreed timeframes.

Professional Role Modelling

13. Uphold professional standards and the Code of Ethics for Nurses and Midwives, demonstrating integrity and accountability in practice.
14. Model compassionate, culturally sensitive and inclusive communication with patients, families and members of the healthcare team.
15. Promote safe, ethical and evidence-informed nursing practice.
16. Demonstrate commitment to lifelong learning and reflective professional development.

Collaboration and Communication

17. Actively participate in the tripartite relationship between the student, the Clinical Nurse Mentor and MCAST academic staff.
18. Communicate effectively in a timely manner with academic staff regarding student progress, strengths, and any concerns affecting learning.
19. Participate in mentor meetings, reflective forums and educational development sessions as required.
20. Contribute to a cohesive and supportive learning environment across academic and clinical settings.
21. Maintain accountability to the clinical placement management structure and collaborate with the MCAST Nursing Academic Team to uphold educational and professional standards.

N.B:

The list of duties can change according to the exigencies and demands of MCAST within the same grade of the post.