

Sample Job Description: Surgical Technology Educator

Job Title

Surgical Technology Educator

Reports To

OR Manager, Staff Development Coordinator, or Program Director

Position Summary

The Surgical Technology Educator is responsible for developing, coordinating, and delivering education and training for surgical technology students and/or staff. This role ensures competency, promotes professional growth, and contributes to improved patient safety and operating room efficiency.

Key Responsibilities

- Provide instruction and mentorship to surgical technology students during clinical rotations.
- Facilitate onboarding, orientation, and ongoing education for CST staff.
- Develop and deliver classroom lectures, skills labs, and in-service programs.
- Assess learner competency through observation, testing, and skills check-offs.
- Maintain educational records in compliance with institutional and accreditation standards.
- Collaborate with program directors, OR leadership, and interdisciplinary teams to meet training needs.
- Stay current with surgical procedures, instrumentation, and industry trends to ensure up-to-date instruction.
- Promote professionalism and the standards of practice outlined by AST and NBSTSA.

Qualifications

- Certified Surgical Technologist (CST), current certification required.
- Minimum 3–5 years of recent operating room experience.
- Strong communication and organizational skills.
- Prior teaching, precepting, or mentorship experience preferred.
- Associate degree required; bachelor's degree preferred (may be required for program director positions).
- Commitment to ongoing professional development and continuing education.

Performance Indicators

- Student graduation and exam pass rates.
- Staff competency evaluation scores.
- Reduction in onboarding time for new hires.
- Improved staff retention and satisfaction.
- Positive feedback from students, staff, and surgical team members.

Why This Role Matters

A Surgical Technology Educator strengthens the surgical team by ensuring all members are competent, confident, and aligned with best practices. This role improves patient safety, enhances staff performance, and builds the future of the profession.

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