Position Description

Clinical Nurse Educator – Mental Health

Classification:	Registered Psychiatric Nurse Grade 4 NP75-NP77
Business unit/department:	Mental Health Nursing Education and Training Team Mental Health Division
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☒ Royal Talbot Rehabilitation Centre ☒ Other ☐ (please specify)
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Employment type:	Part-Time
Hours per week:	32
Reports to:	Manager of Nursing Education Mental Health
Direct reports:	Nil
Financial management:	Budget: Nil
Date:	November 2026

Austin Health acknowledges the Traditional Custodians of the land on which we operate, the Wurundjeri Woi Wurrung People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Position purpose

The Clinical Nurse Educator – Mental Health is accountable to the Manager of Nursing Education, Mental Health, and plays a key role in strengthening clinical capability across the mental health nursing workforce. This position is responsible for providing hands-on clinical education, supervision, and professional development, with a strong focus on supporting early career nurses to deliver high quality, safe, and recovery-oriented mental health care.

The Clinical Nurse Educator works collaboratively with Nurse Unit Managers, Clinical Nurse Consultants, and multidisciplinary teams to ensure education and training initiatives are responsive to clinical priorities and aligned with organisational and statewide mental health frameworks.

Through the delivery of structured education, clinical supervision, and practice support, the Clinical Nurse Educator contributes to improved clinical outcomes, workforce development, and the promotion of a skilled, confident, and recovery-focused mental health nursing workforce.

About the Mental Health Division

The Mental Health Division provides care and services through a comprehensive range of teams to meet the needs of mental health consumers and carers throughout Victoria. Services are located across Austin Health and in the community.

All mental health services work within a clinical framework that promotes recovery-oriented practice and supported decision making. This approach to client wellbeing builds on the strengths of the individual working in partnership with their treating team. It encompasses the principles of self-determination and individualised treatment and care.

The Mental Health Division includes three Divisions:

- Adult and Older Adult Mental Health
- Speciality Mental Health Services
- Infant, Child and Youth Mental Health services

Position responsibilities

Comprehensive Care

- Provide clinical leadership in mental health nursing practice, acting as a clinical expert and role model for recovery-oriented, trauma-informed, and evidence-based care.
- Promote and embed recovery-oriented, person-centred, culturally safe, and rights-based practice across all clinical environments.
- Monitor, support, and uphold high standards of mental health nursing practice in collaboration with Nurse Unit Managers.
- Provide clinical advice and professional guidance to nursing staff, supporting professional development and complex practice issues.
- Provide hands-on, in-practice education and support to nurses at the point of care, translating theory into real-time clinical application.
- Maintain professional credibility through ongoing clinical engagement, reflective practice, and professional development.

Education

- Lead the design, coordination, delivery, and evaluation of comprehensive mental health nursing education programs aligned to organisational priorities and workforce capability needs.
- Coordinate and deliver mandatory and targeted education programs that build clinical competence, confidence, and accountability.
- Contribute to the development and delivery of structured programs, including the Graduate Nurse Program, Clinical Advancement Program, RUSONs, and other programs as developed.
- Ensure education programs are grounded in adult learning principles, reflective practice, lived-experience perspectives, and evidence-based education methodologies.
- Coordinate and provide high-quality supervision and support for early-career nurses, including undergraduate student nurses.
- Provide structured education, support, and assessment for students, graduates, and other early-career nurses.
- Support the development of preceptors.

Research and Innovation

- Demonstrate expert knowledge of contemporary mental health nursing practice, legislation, policy, and professional standards, and translate this into education and clinical support.
- Use evaluation frameworks to assess the impact of education on practice, workforce capability, and consumer outcomes.
- Identify practice gaps and emerging needs and respond with timely, evidence-based education strategies.
- Participate in research activity under direction and supervision

Support of Systems

- Work in close partnership with Nurse Unit Managers, the Nursing Leadership Team, and multidisciplinary education partners to deliver strategic education initiatives.
- Liaise with tertiary education providers and external partners to support placement coordination and workforce development initiatives.
- Promote consistency of mental health nursing practice and education across all services.
- Maintain accurate and timely records related to education delivery and activity reporting.
- Contribute to reporting, planning, and evaluation of education services.
- Support the implementation of new or revised policies, procedures, and models of care through targeted education and change support.
- Contribute to service improvement, clinical governance, accreditation, and quality and safety initiatives through education and practice development.
- Undertake other duties consistent with the classification of the role.

Professional Leadership

- Provide clinical leadership and professional support across mental health services.
- Act as a role model for ethical, accountable, and recovery-oriented nursing practice.
- Influence standards of practice, workforce capability, and professional culture across services.

Selection criteria

Essential skills and experience:

- Registered Nurse, Nursing & Midwifery Board of Australia
- Post-Graduate Qualification in Psychiatric/Mental Health Nursing or equivalent
- Minimum of 5 years clinical experience as a registered nurse working in mental health nursing
- Demonstrated commitment to recovery orientated and trauma informed care
- Excellent theoretical knowledge of the principles and practice of mental health nursing
- Demonstrated commitment to the development of quality nursing care
- A thorough knowledge of the principles of clinical and professional supervision
- Highly developed communication and teaching skills to effectively support a wide range of nursing experience and skill level
- Demonstrated commitment to the delivery of care to consumers in the least restrictive and intrusive manner, respecting rights, privacy and dignity.
- A thorough knowledge of Mental Health and Wellbeing Act 2022 and other relevant legislation and Department of Health and Human services initiatives
- Evidence of ongoing professional development
- Evidence in ongoing commitment to clinical supervision
- A current working with Children Check – no restrictions

- A current Victorian Drivers' license – no restrictions

Desirable but not essential:

- Master's Qualification in Mental Health Nursing or Equivalent
- Certificate IV in Training and Assessment
- Demonstrated experience in leading training and educational initiatives
- Ability to support redesign and to support the coaching of staff in the implementation of redesign projects and change to practice initiatives

Professional qualifications and registration requirements

- Post Graduate Qualification in Psychiatric or Mental Health Nursing or equivalent
- Registered Nurse, Australian Health Practitioner Regulation Agency (APHRA)

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.

- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety
Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer
We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment
We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.