

Position Description

Classification:	Registered Nurse RN35, or HS4
Business unit/department:	Clinical Education Unit, Clinical Nursing Education Department
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☒ Royal Talbot Rehabilitation Centre ☒ Other ☐ (please specify)
Agreement:	Victorian Public Health Sector (Health and Allied Services, Managers and Administrative Officers) (Single Interest Employers) Enterprise Agreement 2021-2025 Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Employment type:	Part-Time
Hours per week:	0.6 negotiable
Reports to:	Director – First Nations / Indirect report: Manager Clinical Nursing Education Department
Direct reports:	N/A
Financial management:	Budget: Nil
Date:	October 2025

We acknowledge the Traditional Custodians of the land on which Austin Health operates, the Wurundjeri 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.

As this is an Aboriginal and/or Torres Strait designated position, only applications from Aboriginal and Torres Strait Islander Peoples will be accepted. We acknowledge the deep and enduring connection that First Nations Peoples have to this land, and we honour their strength, resilience, and leadership. We are committed to creating a culturally safe and supportive workplace where Aboriginal and Torres Strait Islander voices are heard, valued, and empowered.

Position purpose

The First Nations Health Education Lead plays a pivotal role in designing and delivering culturally safe education programs for Austin Health staff, in alignment with Austin Health's commitment to ensuring culturally safe care for First Nations people accessing our services and engaging with our workforce. This includes leading interactive face-to-face sessions, and online modules developed in collaboration with Aboriginal Community Controlled Organisations (ACCO) and the Clinical Education Unit. The role contributes to improved health outcomes for First Nations Community by fostering a culturally safe environment, enhancing staff capability, and embedding Aboriginal and Torres Strait Islander perspectives into clinical education and practice across the Austin Health.

As a key leader within the clinical team, the First Nations Health Education Lead provides targeted support to Aboriginal and Torres Strait Islander staff and students, fostering professional growth, retention, and wellbeing. Through mentoring, program coordination, and advocacy, the educator strengthens pathways for Aboriginal workforce development and contributes to a culturally safe and inclusive environment at Austin Health.

About the First Nations Health Unit

The First Nations Health Unit at Austin Health is a strategic department established to lead and coordinate efforts that improve the health, wellbeing, and cultural safety of Aboriginal and Torres Strait Islander peoples. Led by the Director of First Nations Health, the Unit drives key initiatives including the implementation of the Cultural Safety Plan, Aboriginal Employment Plan, and oversight of the Ngarra Jarra Aboriginal Health Service.

The First Nations Unit's core responsibilities include embedding cultural safety across all services, supporting Aboriginal workforce development, leading cultural education programs, and strengthening engagement with Traditional Owners and Aboriginal Community Controlled Organisations. It plays a central role in truth-telling, reconciliation, and improving institutional understanding of the historical and ongoing impacts of racism and colonisation on health outcomes.

Organisational Context

The First Nations Health Education Lead is a dedicated role within Austin Health's First Nations Health Unit, which sits under the leadership of the Director of First Nations Health. The Unit is responsible for driving strategic initiatives that improve cultural safety, Aboriginal health outcomes, and workforce development across the organisation. This educator role contributes to these goals by supporting the attraction, retention, and professional development of Aboriginal and Torres Strait Islander staff, and by embedding cultural safety into clinical education and practice.

While formally positioned within the First Nations Health Unit, the Clinical Nurse Educator also operates as a member of the Clinical Nursing Education Department. This dual alignment enables the educator to influence both strategic cultural safety initiatives and operational nursing education delivery. The role works closely with the Clinical Education Unit, ACCO, and Aboriginal community stakeholders to co-design and deliver culturally safe education programs, ensuring Aboriginal perspectives are integrated into education across Austin Health.

The educator is a key enabler of Austin Health's Cultural Safety Plan and contributes to broader organisational strategies led by the Director of First Nations Health, including Aboriginal employment, cultural education, and community engagement.

Position responsibilities

- Lead the design and delivery of Austin Health's Aboriginal Cultural Safety Education Program, including Aboriginal Study Days, interactive face-to-face sessions, and online modules.
- Participate in the coordination and delivery of education programs and provide direct clinical instruction and supervision to develop high quality clinical care skills across professional development frameworks
- Monitor and evaluate the effectiveness of educational programs and suggest and implement improvements, in collaboration with the CEU stakeholders.
- Monitor and report on KPIs related to cultural safety education, including staff confidence and patient outcomes.



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- Collaborate with ACCO, the Clinical Education Unit, and Aboriginal community stakeholders to ensure education is culturally responsive and impactful.
- Ensure education aligns with Austin Health's commitment to culturally safe care for First Nations patients and staff.
- Strengthen pathways for Aboriginal workforce development through structured education, coaching, and engagement strategies.
- Support early-career Aboriginal nurses and students with tailored learning plans and culturally safe supervision.
- Participate in strategic committees and working groups to embed Aboriginal perspectives into clinical education and quality improvement.
- Collect and report the BPCLE indicators, in conjunction with key CEU, interdepartmental and external stakeholders
- Participate in the planning, delivery, and evaluation of a learning framework within the portfolio, in consultation with the key stakeholders and consistent with the teaching and learning principles of the Clinical Education Unit.
- Participate in and support the process of educational research and quality projects that ultimately translate to benefit care of patients at Austin Health.
- Thorough understanding of the Specialty Practice Frameworks to maintain practice standards and support the learning and development of staff working within the direct Clinical Care or relevant domain for health professionals at Austin Health
- Collaboration with cross campus teams and specialty areas to support the needs of the workforce

Education

- Actively engage and contribute to the education and professional development of self and others at ward/unit level.
- Use adult learning methodology to foster learning and development of other nurses at ward/local level.
- Facilitate staff learning through development of cross discipline relationships and networks.
- Provide mentorship/coaching of other staff for career development.
- Provide educational advice and support to other staff.
- Demonstrate use of a variety of educational strategies including reflective practice to further own professional development.
- Utilise and maintain professional practice portfolio to plan for future continuing education, professional development and employment goals for self and others.
- Actively participate in area of expertise by presenting at conferences, forums, Nursing Grand Rounds.
- Collaborate with others in local workplace to provide a safe supportive environment for learners.
- Develop educational resources to address gaps and align with quality at local level.
- Identify gaps in practice and develop educational resources to address.
- Identify and implement strategies to support staff with their learning needs.
- Foster a culture of learning, development and promote the delivery of evidence-based care.
- Lead and support others to identify gaps in practice and implement evidence-based strategies to address these gaps.
- Participate in education and professional development trainings provided by CATSINaM and LINMEN, etc.
- Develop strategies to address environmental and cultural barriers to safe effective learning within Austin Health.

Research

- Practice within Austin Health evidence-based practice guidelines.



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- Demonstrate in depth knowledge of the translation of research to practice.
- Lead, guide and support others to deliver evidence-based practice.
- Share research outcomes within and external to the department, such as contributing to posters, presentations, Nursing Grand Rounds, Research Week, inservices and across disciplines
- Encourage and inspire others to undertake research projects.

Professional Leadership

- Supporting Aboriginal and Torres Strait Islander staff to build confidence, autonomy, and career progression.
- Advising on culturally safe communication and leadership practices, including navigating complex situations and feedback.
- Providing expert input into nursing leadership forums and strategic initiatives, including the application of the NMBA Decision Making Framework.
- Promoting a culture of teamwork, diversity, and inclusion across clinical education and practice.
- Facilitating opportunities for staff to grow as leaders, particularly in areas of cultural safety, change management, and strategic improvement.
- Contributing to broader organisational goals around cultural safety, workforce development, and excellence in care.



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Selection criteria

- Identified Aboriginal and Torres Strait Islander position. NB applicant's race is a genuine occupational qualification and is authorised by Section 14d of the New South Wales Anti-Discrimination Act 1977 and the Equal Opportunity Act 2010 Special measures section.
- Demonstrated experience in developing, delivering, and evaluating culturally safe education programs for healthcare professionals, with a strong understanding of Aboriginal and Torres Strait Islander cultural values and health practices.
- Previous experience in a formal education role, including facilitation of inclusive, evidence-based learning environments.
- Proven ability to mentor, coach, and support Aboriginal and Torres Strait Islander staff and students, including early-career professionals.
- Experience in co-designing education programs with Aboriginal communities and stakeholders to ensure relevance and cultural safety.
- Strong commitment to embedding Aboriginal and Torres Strait Islander perspectives into clinical education, practice, and quality improvement initiatives.
- Ability to align education programs with strategic priorities, including Austin Health's Cultural Safety Plan and Aboriginal Employment Plan.
- Proficiency in maintaining accurate documentation and contributing to education reporting, evaluation, and oversight in line with organisational requirements.
- Sound understanding of regulatory frameworks and strategic priorities relevant to cultural safety and clinical education, including Department of Health directions.
- Demonstrated ability to use digital learning platforms (e.g. LMS) to create, review, and deliver e-learning modules.

Desirable but not essential:

- Postgraduate qualification or working towards one.
- tertiary or vocational qualification () or working towards.
- Positive approach to self-education, innovation, and teamwork.
- High-level interpersonal, communication, and emotional intelligence skills.
- identify gaps in practice and contribute to education strategy and improvement
- Registered with, registered with the Nursing and Midwifery Board of Australia

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.



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- 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.
- Sound understanding of information technology including clinical systems and Microsoft Office suite

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.



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