

Position Description

First Nations Health Education Lead

Classification:	Administrative Officer Grade 5
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 2025-2027
Employment type:	Full-Time
Hours per week:	38
Reports to:	Director – First Nations Health / Indirect report: Manager Clinical Nursing Education Department
Direct reports:	N/A
Financial management:	Budget: Nil
Date:	June 2026

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 Austin Health's 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 the role 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 role will strengthen pathways for Aboriginal workforce development and contribute to a culturally safe and inclusive environment at Austin Health.

The First Nations Education Lead role sits within the First Nations Health Unit and works across Austin Health to support the implementation of the Cultural Safety Plan and related strategic priorities. The position collaborates with education teams, clinical and non-clinical services, and community partners to embed cultural safety into organisational learning and practice.

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 Unit leads organisation-wide efforts to embed cultural safety across all services, strengthen Aboriginal workforce development, delivery cultural education programs, and foster meaningful partnerships 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.

Position responsibilities

Cultural Safety Education Leadership

- Lead the design, delivery and evaluation of Aboriginal cultural safety and cultural awareness education across Austin Health
- Develop and deliver organisation-wide education initiatives, including face-to-face, online, and blended learning programs.
- Ensure education programs are culturally safe, contemporary, and aligned with priorities and the Cultural Safety Plan.

Co-design and Partnerships

- Partner with Aboriginal Community Controlled Organisations (ACCOs), Traditional Owners, and community stakeholders to co-design education programs.
- Ensure education reflects Aboriginal ways of knowing, being and doing
- Strengthen relationships between Austin Health and Aboriginal communities through genuine and respectful engagement.



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Embedding Cultural Safety Across the Organisation

- Apply a cultural lens to existing and emerging education, training, and organisational initiatives across all departments and disciplines.
- Provide expert advice to teams on embedding cultural safety into practice, learning, and service delivery.
- Support the integration of cultural safety principles into organisational systems, policies, and workforce development activities.

Workforce Capability and Support

- Build cultural capability across the workforce to support culturally safe care and workplaces.
- Support the attraction, retention, and development of Aboriginal and Torres Strait Islander staff and students, as required.
- Provide culturally informed mentoring, coaching, and guidance to staff, as required

Evaluation and Continuous Improvement

- Monitor, evaluate, and report on the effectiveness and impact of cultural safety education initiatives
- Use data, feedback, and community insights to inform continuous improvement
- Contribute to organisational reporting and key performance indicators related to cultural safety

Research and Evidence Translation

- Contribute to the development and application of evidence relating to cultural safety, Aboriginal health outcomes, and workforce capability
- Support evaluation activities and translate findings into improvements in education and practice
- Share learnings and outcomes across the organisation and with relevant stakeholders

Professional and Cultural Leadership

- Provide cultural leadership across Austin Health to strengthen understanding, accountability, and practice in cultural safety
- Advise leaders, educators, and teams on culturally safe communication, leadership, and service delivery
- Support Aboriginal and Torres Strait Islander staff through culturally safe mentoring, advocacy, and leadership development
- Contribute to strategic initiatives aligned to the Cultural Safety Plan and broader First Nations health priorities

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.



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- 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

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.



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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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