

Position Description

Position Title: Senior Physiotherapy Clinical Educator / Clinician Physiotherapist

Classification:	Grade 3 Year 1 to 4
Business unit/department:	Physiotherapy
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☒ Royal Talbot Rehabilitation Centre ☒ Other ☒ (University partners)
Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
Employment type:	Fixed-Term Full-Time
Hours per week:	40
Reports to:	Manager of Physiotherapy and Clinical Education Lead
Direct reports:	N/A
Financial management:	Budget: N/A
Date:	14/09/2026

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

This is a Grade 3 Physiotherapist Clinical Educator Role, fixed-term until December 2028.

The purpose of this role is to grow workforce capability across the Physiotherapy Department using evidence-informed educational interventions to impart positive impact on clinician performance, learner outcomes, and patient care.

The position works within the Physiotherapy Clinical Educator Team, and reports to the Grade 4 Team Lead of Clinical Education.

About the Directorate/Division/Department

The Physiotherapy Department comprises approximately 110 EFT staff at the Austin Hospital, Heidelberg Repatriation Hospital, and the Royal Talbot Rehabilitation Centre. The department provides services on all three campuses of Austin Health, across all areas. The department provides care across the continuum from the Emergency Department through bed-based services and ongoing ambulatory care. The department forms part of the Allied Health Division, which in turn is based within Clinical Operations and Ambulatory Services.

The Physiotherapy Department is committed to providing excellent clinical physiotherapy care for our patients. In realising this goal, the department will lead and excel in research, teaching and the use of person-centred evidence-based practice. It is focused on developing the professional body of knowledge and practice of staff in a range of areas to ensure excellent clinical care. This is achieved through staff participating in ongoing training and professional development, professional supervision and performance review, research, quality improvement activities and working with students.

This position will be based across all three of Austin Health's campuses and may require work on university partner sites.

Position responsibilities

Education:

- Support the development of learners and clinicians across the continuum of practice, including students, graduates, early-career staff, and experienced clinicians.
- Identify gaps in clinical practice and service delivery where education interventions may improve outcomes.
- Design, implement, and evaluate targeted education interventions to address identified capability gaps and support service improvement.
- Participate, as both supervisor and supervisee, in clinical supervision that supports excellent patient care, accountable clinical decision-making, reflective practice, professional growth, and staff wellbeing
- Facilitate self-directed and lifelong learning capabilities across the physiotherapy workforce.
- Act as a resource and support for staff regarding education matters
- Contribute to the coordination, planning and development of ongoing physiotherapy clinical placement and education models for physiotherapy students at Austin Health.
- Strengthen the connection between academic and clinical practice by providing feedback and expertise to university partners.
- Build the confidence and capability of staff to effectively supervise students and provide ongoing support throughout placements.

Research and Evaluation:

- Contribute to educational research, scholarship, and evaluation activities that advance evidence-informed education practice.
- Measure and report on the impact of educational initiatives on learner outcomes, clinician capability, and clinical practice.
- Utilise data, audit findings, feedback, incident trends, and stakeholder consultation to assess



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learning needs and prioritise education initiatives.

Clinical:

- Partner with stream leaders and clinical staff to translate strategic priorities into sustainable learning and development strategies within clinical teams.
- Ensure connection to and credibility with clinical staff on site and gain an understanding of the challenges and opportunities for clinical educative initiatives.
- Provide holistic patient care across a broad range of services in acute, subacute or outpatient settings during periods of leave or vacancy.

All Employees:

- Comply with Austin Health policies and procedures, which can be located on the intranet.
- Participate in Austin Health's annual Performance Review and Development (PRD) program and clinical supervision as required.
- Engage in processes to monitor service delivery and participate in improvement activities.
- Does not reveal to any person or entity any confidential information relating to patients, employees, policies, and processes and not make public statements relating to the affairs of Austin Health without prior authority of the Chief Executive Officer.
- Report incidents or near misses that have or could have impact on safety and participate in the identification and prevention of risks.
- Participate in the emergency incident response activities as directed.

Selection criteria

Essential skills and experience:

Knowledge & Skills

- Demonstrated expertise in designing, implementing, and evaluating educational activities that build clinician capability.
- Significant experience in teaching across a range of learner groups e.g. students, supervision of junior clinicians, small group teaching, inservice provision etc.
- Significant physiotherapy experience of working in a tertiary level hospital.
- Highly developed communication and stakeholder engagement skills, with the ability to influence and support practice change.
- Proven capacity to successfully work to enhance the physiotherapy team culture and environment.
- Demonstrated experience in coordinating and supporting clinical placements, developing productive partnerships with tertiary institutions, and fostering high-quality student learning.
- Commitment to ongoing education / postgraduate education.
- Demonstrated initiative, self-reflection, response to constructive feedback, problem solving skills.



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Communication & Interpersonal Skills

- High level written and verbal communication skills.

Organisational & Time Management Skills

- Demonstrated flexibility and ability to prioritise workload.

Desirable but not essential:

- A sound understanding of information technology including clinical systems and applications relevant to the role
- Experience in clinical research and quality improvement activities
- Post graduate degree or study in health profession's or clinical education.

Professional qualifications and registration requirements

Tertiary qualification in Physiotherapy and current registration with the Australian Health Practitioner Regulation Agency (AHPRA)

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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