Position Description

Nurse Practitioner – Stroke

Classification:	Nurse Practitioner (N01-N02) (CAPR 7.1 – CAPR 7.2)
Business unit/department:	Neurology / Stroke
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
Agreement:	Nurses and Midwives (Victorian Public Sector) Single Interest Employer Agreement 2024-2028
	Choose an item.
	Choose an item.
Employment type:	Fixed-Term Part-Time (Parental Leave Cover)
Hours per week:	24 (negotiable as potential for job share)
Reports to:	Divisional Manager Specialty and Statewide Services
Direct reports:	NA
Financial management:	Budget: NA
Date:	October 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. 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 Stroke Nurse Practitioner provides advanced, person-centred care to improve timely access, continuity and outcomes for people with stroke and transient ischaemic attack (TIA) at Austin Health. Combining autonomous clinical practice with multidisciplinary collaboration, the role delivers expert assessment, diagnosis, prescribing and treatment across acute and outpatient services, including acute stroke calls and the TIA rapid access clinic.

The role integrates clinical leadership, education and research to strengthen evidence-informed stroke care, support patients and carers, and improve care pathways and service effectiveness. The Nurse Practitioner is accountable for clinical decisions, treatment and follow-up within their individual scope of practice, professional standards, legislation and Austin Health clinical governance requirements.

About the Directorate/Division/Department

The Department of Neurology is the largest Neurology unit in Victoria. It has established an international reputation in stroke and epilepsy. All areas of neurology are covered by this comprehensive unit, which is staffed by 19 neurologists and a neuropsychiatrist. A comprehensive investigation service is maintained including EMG, EEG, Doppler Ultrasound and MRI. The Neurodiagnostic Laboratory is co-located with the Neurology ward on level 6 of the Austin Tower. The Department of Neurology is part of the Medical and Cancer Services Division.

Position responsibilities

Role Specific:
Austin Health supports the Stroke Nurse Practitioner role to improve access, quality and patient outcomes through autonomous, evidence-informed practice within an efficient service model.
The Stroke Nurse Practitioner assesses and diagnoses, plans care collaboratively, prescribes and implements therapeutic interventions, and evaluates outcomes to improve care and health systems. Practice is person-centred and accountable, within individual scope, legislation and clinical governance, and integrates education, research and leadership.

Professional Leadership

- Acts as an expert clinician and nursing role model, demonstrating autonomous practice and accountability within their individual scope of practice.
- Contributes to specialty development through nursing leadership in state, national and international clinical and professional groups.
- Contributes to the development and delivery of evidence-informed specialist education programs.
- Participates in formal and informal education to maintain and advance professional practice.
- Provides regular, evidence-informed education to Emergency Department staff on acute stroke management.
- Orients junior medical staff, HMOs and registrars to local stroke processes, including acute stroke calls and TIA referrals.
- Advocates for the development of Nurse Practitioner practice to improve access, quality of care and patient outcomes.
- Monitors and evaluates own practice through reflection, clinical supervision and peer review.
- Demonstrates integrity, confidence, accountability and sound judgement; inspires others and communicates decisions and expectations clearly to build effective, collaborative relationships.

Support of Systems

- Provides expert clinical leadership in developing and reviewing standards, policies and procedures that support safe, evidence-informed, person-centred care.
- Contributes to clinical data collection to support evaluation of care and service outcomes.
- Maintains the local reperfusion registry, including agreed quality indicators.
- Reports key quality indicators monthly to the multidisciplinary team to inform review and improvement of care.

- Collaborates with stroke liaison nurses to support accurate and coordinated stroke data collection.
- Participates in quality improvement activities to strengthen the safety and effectiveness of care.
- Evaluates Nurse Practitioner service delivery against agreed key performance indicators and patient and service outcomes.
- Critically evaluates and integrates the best available evidence into clinical decision-making.
- Applies complex and critical thinking to make timely, appropriate decisions that meet patient, staff and organisational needs.
- Contributes to service planning and future clinical service development to maximise patient outcomes and effective resource use.

Education

- Fosters a culture of clinical excellence and person-centred care, working collaboratively with staff to improve quality and safety.
- Provides specialist advice and evidence-informed education to patients, families, general practitioners and community groups to support informed decisions and participation in care.
- Contributes to health promotion activities that support prevention, health literacy and self-management.
- Maintains a current professional practice portfolio demonstrating ongoing learning, reflective practice and commitment to evidence-informed care.

Comprehensive Care

- Conducts advanced, comprehensive and holistic assessments relevant to stroke care, integrating clinical history, examination findings and diagnostic information to formulate differential diagnoses and establish diagnoses within their scope of practice.
- Develops individualised, evidence-informed treatment plans; requests, interprets and follows up imaging and laboratory investigations; and prescribes medicines and implements diagnostic and therapeutic interventions within their scope of practice and legislative authority.
- Consults with and refers patients to other specialties as required to support coordinated care and optimal outcomes.
- Facilitates admission and discharge planning in collaboration with medical staff and the multidisciplinary team.
- Uses a case management approach where appropriate, maintaining accountability for care coordination, monitoring and follow-up.
- Undertakes specific clinical skills determined with nursing and multidisciplinary clinical teams, within their education, competence and authorised scope of practice, to maximise outcomes for patients and families.
- Coordinates and is responsible for the daily outpatient TIA rapid access clinic.
- Participates in and facilitates acute stroke calls and coordinates timely acute stroke treatment delivery with the multidisciplinary team.
- Assists with screening and recruitment of patients into ongoing stroke clinical trials.
- Maintains contemporary clinical knowledge and capability through ongoing clinical and management professional development.
- Documents extensions of practice in clinical practice guidelines supported by the multidisciplinary team and consistent with clinical governance requirements.

- Maintains clear, timely communication with patients, their significant others, medical and nursing staff and the multidisciplinary team to support shared care planning and continuity of care.
- Identifies gaps in stroke care and collaborates with the stroke team to develop, implement and evaluate improved local care processes.
- Collaborates with pharmacy to ensure essential medicines are available to support stroke treatment.
- Provides person-centred psychosocial support to patients and their significant others throughout the care episode.

Research and Innovation

- Critically appraises current research, emerging treatments and relevant equipment and technologies to inform clinical practice.
- Disseminates clinical practice improvements and research findings through education and publications.
- Initiates and conducts nursing research relevant to stroke care and identified clinical needs.
- Contributes to the development and delivery of specialist research programs.
- Translates relevant scientific research into evidence-informed clinical practice and service improvements.
- Undertakes and supports nursing research and shares outcomes through publications and presentations within local, national and international healthcare forums.

Nurse Practitioner - Clinical domain

Standard 1: Assesses using diagnostic capability

- Applies advanced assessment and diagnostic reasoning to stroke care within their scope of practice.
- Uses assessment findings and investigations to inform evidence-based treatment.

Standard 2: Plans care and engages others

- Plans care collaboratively with patients, carers and the multidisciplinary team, coordinating referrals and transitions of care.

Standard 3: Prescribes and implements therapeutic interventions

- Prescribes, implements and evaluates pharmacological and non-pharmacological interventions within their scope of practice.
- Prescribes Schedule 2, 3, 4 and 8 medicines within Victorian legislative authority, individual scope and organisational governance, meeting applicable PBS requirements and Austin Health Drug and Therapeutics Committee approvals.
- Monitors effectiveness, adverse effects and adherence, reviews relevant investigations and adjusts treatment accordingly.
- Supports shared treatment decisions with consumers, carers and support persons.
- Works with pharmacy on medication safety and reconciliation.
- Identifies and mitigates clinical risks through monitoring, communication and review.
- Complies with relevant legislation and professional regulation. Refer to Nurse practitioners – legislative requirements.

Standard 4: Supports health systems

- Acts as a senior clinical resource and consultant across Austin Health.

- Supports service development and evaluation through the quality, planning and professional development responsibilities outlined above.

Selection criteria

Essential skills and experience:

- Extensive and recent clinical experience in Neurology/Stroke care
- Advance level of therapeutic management skills
- Ability to evaluate practice at an advanced level
- Demonstrated excellent collaborative, leadership, teaching, and interpersonal skills.
- Demonstrated ability to formulate and implement new models of patient care
- Commitment to patient focused care
- Database creation and data entry
- Experience in nursing research and research skills
- Critical thinking skills and the ability to work autonomously
- Demonstrated knowledge of nursing professional standards and legal/ethical requirements.
- Commitment to nursing as a profession - through professional associations, publications, conference presentations and ongoing
- Commitment to research and its application in practice, including up to date certification for Good Clinical Practice, and credentialing of essential stroke measurement tools (NIHSS, ASSIST, modified Rankin Scale)

Desirable but not essential:

- A sound understanding of information technology including clinical systems, applications relevant to the management of rostering and risk management reporting or as required for the role and/or department.
- Knowledge of case management models and theories
- Experience in change management
- Experience in report writing

Professional qualifications and registration requirements

- Registered Nurse, Nursing & Midwifery Board of Australia.
- NMBA endorsement as a nurse practitioner (applicants working towards endorsement will be considered)
- Current registration with the Nursing and Midwifery Board of Australia as a registered nurse with no conditions on the registration relating to unsatisfactory professional performance or unprofessional conduct
- Post-graduate studies in area of specialty and/or willingness to undertake Masters level study

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 creating a culturally safe, inclusive and anti-racist environment for all staff, patients, consumers, carers and communities. We recognise that racism, discrimination and exclusion negatively impact health and wellbeing, and acknowledge the unique and ongoing effects of colonisation, dispossession and systemic inequities experienced by Aboriginal and Torres Strait Islander Peoples. We are committed to embedding cultural safety and inclusion across all levels of our health service, actively identifying and eliminating racism in all its forms, and equipping our people with the knowledge, skills and confidence to challenge racism, foster respect, and create a safer and more equitable experience for everyone.

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.