

# Austin Health

## Position Description



**Position Title: Allied Health Clinical Educator, Grade 3.**

Classification:	Allied Health Professional, Grade 3.
Business Unit/ Department:	Clinical Education Unit (CEU)
Work location:	All campuses
Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026 or Medical Scientists, Pharmacists and Psychologists Victorian Public Sector Enterprise Agreement, 2021-2025
	Or Victorian Public Health Sector (Medical Scientist, Pharmacists and Psychologists) Enterprise Agreement 2021-2025
Employment Type:	Fixed-Term Full-Time
Hours per week:	40
Reports to:	CEU Director via the Allied Health Education Lead, Gd 5
Direct Reports:	Nil
Financial management:	Budget: N/A
Date:	June 2025

## About Austin Health

Austin Health is recognised for high-quality, person-centred care. We're renowned for our specialist work in cancer, transplantation, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health and rehabilitation.

We're the largest Victorian provider of training for specialist physicians and surgeons, and internationally recognised as a centre of excellence in hospital-based research.

Our services are delivered to patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria.

We aim to provide an inclusive culture where all staff can contribute to the best of their ability and strive to develop further. We recognise that our people are our greatest strength. We want them to thrive, be their best selves and feel engaged, safe, and empowered. To achieve this, diversity and inclusion is essential to our culture and our values. You can view our current Diversity and Inclusion Plan [here](#).

## Commitment to Gender Equality

Austin Health is committed to gender equality in the workplace. In developing our [Gender Equality Action Plan](#) we have been guided by the gender equality principles set out in the Gender Equality Act 2020 (Vic). We believe that everyone should live in a safe and equal society, have access to equal power, resources and opportunities and be treated with dignity, respect, and fairness.

## Role Purpose

The Allied Health Clinical Educator will support and facilitate the delivery of clinical education which is innovative and responsive to the needs of Allied Health Professionals and enhances contemporary and emerging clinical and professional practice.

Working in partnership with education stakeholders within the CEU and Allied Health, the Clinical Educator role enhances the quality of clinical education through the application of contemporary teaching, learning, and assessment practices. This role encompasses the design and delivery of educational programs, fostering an environment that supports continuous professional development and clinical excellence.

The Allied Health Clinical Educator Grade 3 will collaborate in developing, implementing and evaluating an education strategy that supports operational delivery of clinical education and training of Allied Health professionals, assistants and students at Austin Health.

This role will report to the Director of CEU via the Allied Health Education Lead Gd 5

## Accountabilities

### Role Specific:

The Grade 3 Clinical Educator role will develop and deliver contemporary clinical education programs, which align with the Allied Health Clinical Education vision to build clinician capacity in clinical and professional practice.

### Education Leadership and Management

- Provision of expertise and specialist knowledge of evidence-based clinical education paradigms and frameworks.
- Co-ordinates and delivers education programs which are consistent with the clinical and non-clinical capability needs of clinicians within relevant discipline
- Initiates and promotes innovative design, development and evaluation of education programs and resources including appropriate use of e-learning, simulation, point of care and instructional methods of education.
- Contribute to the development and implementation of the Allied Health Clinical Education Plan as required.

- Promote and maintain the values and principles that underpin best practice in relation to clinical education, including those that maximise inter-professional learning opportunities.
- Maintain formal communication processes with key stakeholders internally and externally, including representation at relevant meetings and the preparation and submission of reports which contribute to maintaining education records as required.

### **Education and Training**

- Work collaboratively with the CEU and Allied Health Directors/Managers/Educators to deliver clinical education programs which are based on contemporary models of education and support and enhance clinician capability and professional practice. and
- Identify and review opportunities for improvement for relevant allied health education programs across the continuum of entry to practice, new graduates, postgraduates and ongoing professional development of relevant allied health staff in conjunction with allied health workforce planning initiatives
- In collaboration with, and support from the Allied Health Education Lead role, coordinate, promote and deliver clinical education to support the needs of Allied Health professionals, assistants and students at Austin Health that applies relevant best practice education principles and teaching strategies.
- In collaboration with, and support from the Allied Health Education Lead role, identify and develop innovative interprofessional learning opportunities in areas such as simulation and e-learning packages
- Promote and organise access to relevant existing training modules / processes / frameworks within the organisation and externally
- Provide mentoring and educational support to relevant allied health staff as well as teaching, lecturing and educational delivery for learners across the career lifespan.
- Establish relationships with relevant professional bodies, ensuring staff are aware of the educational opportunities available.
- Liaise with higher education and vocational education partners to ensure that the relationship is positive and congruent with the needs of both parties.

### **Education scholarship and Professional Development**

- Maintain a high standard of knowledge by participating in relevant professional development and research activities
- Engage with peers in scholarly discussion and critical inquiry, addressing educational and practice-based problems
- Role model ongoing professional development, reflective practice and advocate for education.

### **Education environment quality and safety**

- Develop education initiatives which align with current accreditation requirements

- of the National Safety and Quality Health Service (NSQHS) Standards.
- Identify risks and opportunities for improvement through the development of targeted education programs and initiatives
- Promote and drive a culture of continuous improvement by evaluating the quality and outcomes of education programs, including their relationship to patient care
- Demonstrates complex clinical knowledge and abilities within own specialty field.
- Other duties as required

#### **All Employees:**

- Comply with Austin Health [policies & procedures](#).
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion commitments.
- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality & 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 centred care.
- Comply with requirements of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- Work across multiple sites as per work requirements and/or directed by management.

## **Selection Criteria**

#### **Essential Knowledge and skills:**

- AHPRA registration or evidence of eligibility for membership of relevant professional association.
- Allied Health qualification (at least 7 years' experience within professional discipline),
- Experience and expertise in the provision of clinical education, supervision, mentoring to staff and students
- Knowledge and understanding of adult learning theories and principles in the workplace
- Demonstrated competence in a leadership role and the ability to unite teams to achieve common objectives
- Demonstrated ability to promote the professional competence of other staff
- Advanced communication skills, including interpersonal, liaison and negotiating skills with the ability to network effectively in the design and delivery of clinical training initiatives

- Demonstrated problem solving ability with capacity to identify clinical education needs and trends and develop innovative programs and approaches
- Demonstrated analytical, project management and report writing skills
- High level computer literacy
- Understanding of clinical placements within the Victorian context.

**Desirable but not essential:**

- Holds or working towards post graduate qualifications in education, workplace training, or other relevant field or working towards
- Knowledge and experience in interprofessional education models
- Knowledge and experience in research
- Knowledge and experience in eLearning.

## General Information

### Austin Health is a Child Safe Environment

Austin Health is committed to child safety. We want children to be safe, happy, and empowered. We support and respect all children, as well as our staff and volunteers. Austin Health has zero tolerance of child abuse, and all allegations and safety concerns will be treated seriously in line with legal obligations and our policies and procedures.

### Equal Opportunity Employer

We welcome applications from Aboriginal and Torres Strait Islander peoples. For any support throughout the recruitment process or further information about working at Austin Health, please follow this link to Aboriginal Employment on our [website](#).

## Document Review Agreement

<b>Manager Signature</b>	
<b>Employee Signature</b>	
<b>Date</b>	