

Position Description

Position Title	Clinical Educator - RN
Position Number	30026918
Division	Clinical Operations
Department	MH Professional Development Unit
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Classification Description	Psych Nurse G4 Y1 – Y3
Classification Code	NP75 – NP77
Reports to	Senior Mental Health Nurse Consultant/Manager MHPDU
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	<ul style="list-style-type: none"> • National Police Record Check • Registration with the Australian Health Practitioner Regulation Agency • Drivers Licence • Immunisation Requirements

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#) As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us. We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

Our Values

PASSIONATE – We are passionate about doing our best – for our patients, our colleagues and our community.

ACCOUNTABLE – We take ownership of our actions and outcomes, always striving for integrity and improvement.

CARING – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

The Position

The RN Clinical Educator – Community Early Career Support Nurse (CECSN) is based within a Community Mental Health and Wellbeing Team, reporting directly to the Manager of the Mental Health Professional Development Unit. Operating flexibly across various locations as required, the CECSN plays a vital role in workforce development by utilising advanced clinical knowledge to mentor, guide, and support Graduate, Transition, and early-career nurses and students. Additionally, the role provides responsive, needs-based support across all Mental Health and Wellbeing Community and Residential programs that host Graduate Nurse Program rotations.

The CECSN elevates the quality of consumer care by modelling evidence-based, recovery-focused nursing interventions. Additionally, the role delivers targeted professional development programs to students and early career clinicians at Bendigo Health. This ensures specialised mental health nursing expertise actively guides the educational and program development objectives of the Graduate Nurse Program.

Responsibilities and Accountabilities

Key Responsibilities

- Provide support and mentorship that is aligned with best practice for Graduate, Transition and early career nurses working in Community and Residential settings.
- Role model partnership with consumers to support the principles of recovery, supporting early career nurses to initiate and evaluate therapeutic interventions to drive consumer led recovery.
- Promote reflective and situational learning opportunities.
- Contribute to the coordination, development and teaching for the Graduate and Transition Clinician Programs study days.
- Evaluate student and allocated early career nurse progress, and assist with Graduate/Transition nurse clinical competency assessments and collaborate with Clinical Educators to build nursing skills for staff requiring extra support.
- Maintain up-to-date knowledge of evidence-based practice and actively participate in ongoing professional development to ensure clinical skills align with current best evidence.
- Collaborate with senior staff and the MHPDU team to implement, support, and review the MHWS Graduate and Transition Nurse Programs.
- Foster a positive learning environment that supports the achievement of clinical competencies and maintains high standards of practice aligned with contemporary nursing knowledge and research.

Key Selection Criteria

Essential

1. AHPRA Registration as a Register Nurse Division 1, with undergraduate Mental Health specialisation or with a Post Graduate Diploma level in Mental Health and /or related field.
2. A minimum of five years' experience in mental health nursing practice across diverse clinical settings, including at least three years within a community mental health program.

3. A sound understanding of the Mental Health & Wellbeing Act Vic 2022, Nursing Standards of Practice, the Victorian Capability Framework for the Mental Health & Wellbeing Workforce, and the National Practice Standards for the Mental Health Workforce and other relevant legislation and local policies and procedures.
4. Ability to work co-operatively, productively and independently within a team setting as well as develop collaborative working relationships with internal and external partners.
5. Strong digital literacy skills, including proficiency with role-related software applications and the capability to effectively design, deliver, or participate in blended online learning.
6. High-level organisational and interpersonal skills, with a proven ability to manage competing demands, adapt to change, and apply innovative, resourceful approaches to care delivery.
7. Demonstrated instructional and communication skills tailored to collaborate seamlessly across a broad spectrum of healthcare stakeholders.

Desirable

8. Relevant postgraduate or vocational qualifications in training, assessment, and education (e.g., Certificate IV in Training and Assessment or equivalent).

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.

- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.