



Position Description

Position Title	Clinical Educator
Position Number	30026918
Division	Clinical Operations
Department	MH Professional Development Unit
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2021-2024
Classification Description	Psych Nurse G4
Classification Code	NP75 – NP77
Reports to	Manager
Management Level	Tier 4 - Shift Managers, Team Leaders & Supervisors
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 Professional Regulatory Body or relevant Professional Association • 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](#)

Our organisation is a child safe organisation, committed to the safety and wellbeing of all children and young people. All Aboriginal and Torres Strait Islander adults, children and families will be supported to express and be proud of their culture in an environment that is culturally safe and supported.

Our Vision

Excellent Care. Every Person. Every Time.

Our Values

CARING – We care for our community,

PASSIONATE – We are passionate about doing our best,

TRUSTWORTHY - We are open, honest and respectful

The Position

The Registered Nurse Clinical Educator delivers professional development programs and supervision to MHWS clinicians and students at Bendigo Health. The position ensures Mental Health nursing expertise informs the education and program development objectives of MHWS.

Responsibilities and Accountabilities

Key Responsibilities

- Provide professional support, education and training to MHWS staff, and assist clinical staff in meeting mandatory and required training and professional development goals
- Educators hold specific portfolios that can be shared and rotated within the team. e.g., policy, graduate programs, training packages (such as Prevention of Occupational Violence, Risk Assessment)
- Monitor and advise on standards of practice within MHWS and develop strategies to meet identified needs
- Provide nursing consultation for MHPDU programs and promote and model high professional standards and practice across MHWS
- Contribute to the review of policies and procedures relating to MHWS, and ensure they are in accordance with professional standards and best practice
- Contribute to and participate in quality improvement projects
- Supervise and monitor Graduate and Transition clinicians
- Support the co-ordination and preceptorship of student placements in MHWS
- Contribute to the coordination, development and teaching for the Graduate and Transition Clinician Programs study days
- In conjunction with senior staff and the MHPDU team, develop, implement and review the MHWS professional development programs
- Support and undertake research projects that align with the program objectives and as appropriate for the role
- Deliver specialist mental health training and consultation to internal and external services in keeping with the program objectives

Key Selection Criteria

Essential

1. Registered Nurse with Australian Health Practitioners Regulation Agency (AHPRA) with Post Graduate Diploma in a relevant mental health course or equivalent professional standing/experience or undergraduate specialisation with post graduate qualifications
2. Minimum five years experience in mental health nursing practice in a range of clinical settings
3. Experience in the clinical supervision of students and clinicians in mental health settings
4. A sound understanding of nursing standards of practice and National Practice Standards for the Mental Health Workforce and ability to develop education programs to address identified needs
5. Ability to work co-operatively, productively and independently within a team setting as well as develop collaborative working relationships with internal and external partners

6. Comfort with using online learning platforms and other educational technology tools, along with a commitment to ongoing learning and staying updated with current nursing practice and educational trends

Desirable

7. Demonstrated ability to effectively plan, implement and coordinate projects and professional development programs and schedules
8. Experience with diverse teaching methods to cater to different learning styles, with the ability to foster open dialogue and facilitate constructive discussions

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.