

Position Description

Position Title	Allied Health Interprofessional Clinical Educator
Position Number	30028302
Division	People and Culture
Department	Allied Health Education
Enterprise Agreement	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2026
	Medical Scientists, Pharmacists And Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021-2025
Classification Description	Allied Health Grade 3
Classification Code	Grade 3 Year 1 - 4
Reports to	Allied Health Education Manager
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 Professional Regulatory Body or relevant Professional Association • 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](#)

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 Clinical Educator is a key role within Learning, Education and Development (LEAD) in People and Culture, providing leadership and coordination of allied health learning and development across Bendigo Health. Working closely with the Allied Health Education team, the role reports to the Manager of Allied Health Education, with professional reporting through the relevant Head of Discipline and the Chief Allied Health Officer.

The position partners with allied health leaders to identify learning needs; supports students, graduates and clinicians across all career stages; enhances the quality and capacity of clinical placements; and delivers high-quality interprofessional education to improve patient safety and care. The role collaborates with internal and external partners to share resources, reduce duplication and drive continuous improvement.

Portfolios may include allied health students, graduates, staff education, interprofessional education, program engagement and workforce development.

Responsibilities and Accountabilities

Key Responsibilities

- In close consultation with other members of the LEAD team and the relevant allied health discipline and programs, this position's key responsibilities are to:
- In collaboration with key stakeholders and other educators coordinate and contribute to the design, development, promotion, implementation and evaluation of:
 - Allied health education and learning opportunities for staff and students within designated portfolios and work plans
 - Interprofessional education and learning opportunities for staff and students within designated portfolios and work plans
 - Programs and processes that enable the expansion of scope of practice and professional development in allied health disciplines
 - Other learning activities, including simulation
- Undertake annual training needs analysis to identify learning and development needs for allied health
- Undertake reporting requirements about clinical learning and development programs within designated portfolios and work plans
- Incorporate best practice into learning and development opportunities for qualified allied health staff
- Deliver and/or support the delivery of priority areas of training and support for allied health professionals and allied health assistants
- Coordinate and facilitate allied health workforce development programs, including but not limited to the Allied Health Early Career Support Program and the Allied Health Grade 2 Transition Program
- Promote consistency in systems and processes within LEAD
- Contribute to the review, development, implementation and ongoing evaluation of allied health learning and development strategic documents, including the novice to expert trajectory, scope of

- practice framework, Allied Health Career Blueprint and the Allied Health: Credentialing, competency and capability framework
- Demonstrate accountability for their own professional development
- Act as a mentor and role model
- Represent allied health education on relevant committees and working parties
- Lead / contribute to quality improvement and/or research projects relating to allied health education
- Develop strategies to enhance allied health student and staff clinical supervision and support staff to participate in high quality clinical supervision by improving access to education and training
- Support allied health disciplines to promote high quality student placements by:
 - Supporting allied health student placement capacity
 - Supporting the implementation of the Best Practice Clinical Learning Environment (BPCLE) framework
 - Building and maintaining collaborative relationships with the Bendigo Health Clinical Placements Team and education providers
 - Supporting and providing interprofessional educational activities, such as student workshops/tutorials and reflective practice/debriefing sessions.

Key Selection Criteria

Essential

1. A degree in the relevant discipline or equivalent tertiary qualification with the ability to satisfy the requirements of the Bendigo Health Allied Health Credentialing and Professional Standards document, including evidence of eligibility for membership of Discipline specific Professional body or current registration with Australian Health Professionals Regulation Agency.
2. At least 7 years' of clinical experience relevant to allied health discipline/s.
3. Extensive experience in providing clinical supervision and support to allied health students, graduates and staff.
4. Demonstrated knowledge of factors associated with the provision of high-quality professional development and support needs across allied health disciplines.
5. Demonstrated experience to lead and deliver the professional development and education of others in highly specialised clinical skill and knowledge areas, applying the principles of adult learning and strategies to support adult learning in practice.
6. Demonstrated leadership and knowledge of change management principles and ability to applying these principles in practice through innovation, influence, negotiation and inclusion of key stakeholders

Desirable

7. Demonstrated commitment to professional development, preferably with relevant post-graduate qualification relating to clinical education (or willingness to work toward this).
8. Demonstrated time management skills and ability to meet competing demands and deadlines.
9. Demonstrated advanced analytical and communication skills, including report writing skills.

10. Demonstrated emotional intelligence and ability to work flexibly to adapt in an environment of change and continuous improvement.
11. Demonstrated ability to build and sustain positive working relationships and successfully communicate with a diverse range of people at all levels.

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.
- 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.