

## Position Description

Position Title	Senior Clinician Occupational Therapist
Position Number	30100746
Division	Community and Continuing Care
Department	Community Allied Health Services
Enterprise Agreement	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2026
Classification Description	Occ Therapist G3 Y1 – Y4
Classification Code	VG3 -VG6
Reports to	Manager – Community Allied Health Services
Management Level	Tier 4 - Shift Managers, Team Leaders & Supervisors
Staff Capability Statement	Please click here for a link to <a href="#">staff capabilities statement</a>
Mandatory Requirements	<ul style="list-style-type: none"> <li>• National Police Record Check</li> <li>• Working with Children Check</li> <li>• National Disability Insurance Scheme (NDIS) Check</li> <li>• Registration with Professional Regulatory Body or relevant Professional Association</li> <li>• Drivers Licence</li> <li>• Immunisation Requirements</li> </ul>

## 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 Senior Clinician Occupational Therapist is responsible for delivering high-quality occupational therapy services across a designated clinical caseload, consistent with their level of experience and competency. This role requires a high level of professional autonomy, while also contributing strongly to effective interdisciplinary team practice.

### The purpose of this position is to:

- Deliver high-quality, evidence-based, community-focused occupational therapy services to older people and individuals with complex needs across the areas serviced by Community Allied Health Services (CAHS).
- Provide senior clinical expertise, leadership, clinical risk management, and support for research and professional development opportunities for occupational therapy staff within CAHS.
- Drive innovation and continuous improvement in clinical practice, aligned with the Bendigo Health Strategic Plan and the annual Business Plans of the Integrated Care Services Division and CAHS.
- Work collaboratively with the CAHS management team to provide clinical leadership and contribute to service development and new initiatives.
- Partner with the Bendigo Health Occupational Therapy senior staff group to provide professional leadership and expert input into the ongoing development of occupational therapy services across Bendigo Health.
- Collaborate with key local stakeholders and, where required, contribute to the delivery of contracted services.
- Contribute to the ongoing development of Community Allied Health Services and the broader Occupational Therapy department, as appropriate.

## Responsibilities and Accountabilities

### Key Responsibilities

- Work autonomously within scope of practice to deliver safe, high-quality, evidence-based care in line with organisational policies, procedures, and professional standards.
- Provide highly specialised clinical expertise, advice, and secondary consultation to multidisciplinary clinicians, escalating clinical complexity, risk, and barriers as required.
- Lead and support high-performing clinical teams, including oversight of referrals, waitlists, workload distribution, and timely, responsive service delivery.
- Apply advanced clinical reasoning to manage complex caseloads and ensure client-centred, multidisciplinary care planning and continuity of care across services.
- Work collaboratively with clients, families, carers, and stakeholders to support smooth transitions through the health system.
- Ensure accurate and timely clinical documentation, handover, reporting, and completion of activity and statistical data.
- Demonstrate ethical, culturally safe, and inclusive practice, particularly when working with vulnerable population groups.

- Initiate, lead, and contribute to innovation, service development, and evidence-based change aligned with organisational priorities.
- Lead and participate in quality improvement and research activities, supporting translation of evidence into clinical practice.
- Contribute specialist expertise to the development of business plans, policies, protocols, and service models informed by evidence, data, and client feedback.
- Lead and contribute to quality, safety, accreditation, and risk management activities, promoting safe work practices and compliance.
- Demonstrate highly developed communication, professionalism, and conflict resolution skills, addressing issues constructively and escalating where required.
- Recognise personal and team scope of practice limitations and escalate appropriately.
- Provide clinical supervision, education, mentoring, and support to students, Grade 1 and Grade 2 staff, and other clinicians.
- Support orientation, induction, workforce development, recruitment, and resource management in collaboration with operational and professional managers.
- Model lifelong learning and reflective practice, maintain mandatory training and professional development, and contribute to committees, working groups, and advisory forums as required

## Key Selection Criteria

### Essential

1. Current registration as an Occupational Therapist with the Australian Health Professionals Regulation Agency and ability to satisfy the requirements of the Bendigo Health Allied Health Credentialing and Professional Standards document
2. At least 7 years' experience relevant to Occupational Therapy in a Community setting
3. Demonstrated high level understanding of contemporary practice and principles and evidence-based service delivery models for older people, people with disabilities and their carers
4. Demonstrated ability to work collaboratively with multidisciplinary teams to deliver safe consumer-focused care, providing high levels of specialist knowledge
5. Demonstrated ability to work autonomously with highly developed skills in organisation, time management, planning and priority setting
6. Demonstrated highly developed verbal and written communication skills with the ability to interact effectively with patients, carers, staff and the community

### Desirable

7. Demonstrated experience in initiating, responding and contributing to change and leading others through this process
8. Demonstrated ability to provide effective clinical supervision to students and staff
9. Demonstrated leadership skills in people management, conflict resolution and building and motivating teams
10. Demonstrated commitment to ongoing professional development including the promotion of community Occupational Therapy services

## 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.*