

## Position Description

Position Title	Social Work Clinical Educator
Position Number	30008712
Division	Clinical Operations
Department	MH Professional Development Unit
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Classification Description	Social Worker G5 Educator
Classification Code	AJ61
Reports to	Manager MHPDU
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>• 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](#)

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 Social Work Clinical Educator is an experienced mental health Social Worker who provides senior discipline specific leadership in education, workforce capability, supervision and professional development across Mental Health Services.

The role contributes to the design, coordination, delivery and evaluation of Social Work education and capability initiatives and contributes to multidisciplinary workforce development and education. The position supports advanced practice development, reflective practice, professional identity and standards of care, and contributes to workforce sustainability and service improvement within multidisciplinary mental health settings.

The role operates with a high level of professional autonomy and judgement and supports learning and development across undergraduate, graduate, transition, early career and experienced clinicians

## Responsibilities and Accountabilities

- Provide senior discipline specific education leadership for Social Work within Mental Health and Wellbeing Services
- Contribute to the development, implementation and evaluation of Social Work education and workforce capability initiatives
- Support advanced practice development, reflective practice and clinical supervision for Social Work staff and students
- Strengthen Social Work standards of practice through education, consultation and professional support
- Contribute to multidisciplinary education and workforce capability development across mental health and wellbeing services
- Support service development, workforce sustainability and quality improvement relevant to social work and mental health capability

## Key Responsibilities

### 1. Education and Workforce Capability

- Lead the development, delivery, coordination, and evaluation of Social Work education and professional development initiatives across Mental Health Services
- Develop and deliver discipline-specific and multidisciplinary education relevant to mental health practice, including programs attended by Social Work, nursing, allied health, and mixed clinician groups
- Identify workforce capability needs through consultation, service priorities, supervision themes, feedback, incident learning, and practice review
- Develop learning resources and capability supports that are evidence-informed, practice-relevant, and aligned with adult learning principles

## **2. Clinical Supervision and Professional Support**

- Provide clinical supervision, mentoring, consultation, and professional support to Social Work students and clinicians in mental health settings
- Support reflective, educative, supportive, and accountable supervision practices and contribute to supervision capability within the discipline

## **3. Standards of Practice and Service Development**

- Promote and support alignment with relevant professional standards, legislation, policy, and local practice requirements
- Contribute to strengthening standards of practice through education, supervision, professional support, and development of responses to identified practice issues or capability gaps
- Lead or contribute to discipline-specific and interprofessional projects, service development activities, and relevant policy or practice resources

## **4. Quality Improvement and Stakeholder Engagement**

- Evaluate education and professional development activities and use feedback, data, and reflective review to strengthen quality and impact
- Build and maintain effective relationships with managers, educators, universities, students, Social Work staff, nursing staff, allied health colleagues, and multidisciplinary teams
- Represent Social Work education, supervision, and workforce development matters on relevant committees, working groups, and forums

## **Key Selection Criteria**

### **Essential**

1. Minimum of 5 years Post graduate qualification and experience in Mental Health and eligibility for membership of the AASW and ability to meet Bendigo Health credentialing requirements.
2. Demonstrated advanced clinical and professional practice in Mental Health Social Work.
3. Demonstrated experience in clinical education and the design and delivery of education.
4. Evidence of training and practice in Clinical supervision and the ability to train and support others in being clinical supervisors.
5. High level understanding of AASW Practice Standards, National Standards for Mental Health Services, National practice standards for the Mental Health Workforce, and relevant legislation, policy and local practice requirements.
6. Demonstrated ability to strengthen standards of practice and workforce capacity through education, supervision and practice development activities.
7. High developed interpersonal, teaching, leadership, consultation and communication skills with demonstrated ability to work collaboratively across multidisciplinary settings with internal and external stakeholders.
8. Well-developed information technology skills relevant to communication, reporting, education, resource development and learning delivery.

## 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.*