

## Position Description

Position Title	Clinical Lead – BRiPREP Program – Rural Generalist IMG Preparatory Program
Position Number	30013163
Division	Clinical Governance
Department	Clinical Governance
Enterprise Agreement	Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022-2026
Classification Description	Medical Specialist Years 1-9
Classification Code	HN16 – HN59
Reports to	Professional: Chief Medical Officer (CMO)
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>• Registration with Professional Regulatory Body or relevant Professional Association</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

Clinical Lead – Bendigo Health Rural Generalist International Medical Graduate Preparation Program (BRiPREP)

The Clinical Lead – BRiPREP will provide clinical, educational and operational leadership for the planning, delivery and evaluation of the Bendigo Health Rural Generalist International Medical Graduate Preparation Program.

The role will be responsible for ensuring that BRiPREP delivers a high-quality, structured and supportive learning experience for International Medical Graduates, preparing them for safe, effective and culturally responsive clinical practice within rural and regional Australian healthcare settings.

The Clinical Lead will oversee and participate in the design and delivery of training, assessment, supervision frameworks, educational support and program evaluation. The role will work closely with hospital unit supervisors, general practitioners, educators, workforce teams, chief medical officer, and external stakeholders to ensure participants receive appropriate supervision, feedback, workplace-based assessment and professional development planning throughout the program.

## Responsibilities and Accountabilities

### Key Responsibilities

- Lead the development and delivery of BRiPREP education sessions, including content relevant to Australian healthcare systems, clinical communication, patient safety, escalation, cultural safety, professionalism, rural generalist practice and multidisciplinary team-based care.
- Provide direct teaching, coaching and reflective learning opportunities for candidates throughout the program.
- Develop and oversee an assessment framework that supports safe progression, structured feedback and identification of learning needs.
- Coordinate workplace-based assessments in collaboration with hospital supervisors, general practitioners and medical education teams.
- Ensure that candidates receive timely, constructive and documented feedback regarding clinical performance, professionalism, communication and readiness for future supervised practice.
- Support the development of individual Professional Development Plans for each participant at the completion of the program.
- Act as the primary clinical liaison for supervisors and placement sites involved in BRiPREP.
- Promote collaboration between hospital and general practice settings to support a consistent and integrated learning experience.
- Identify and escalate concerns relating to candidate performance, supervision, placement suitability or patient safety in a timely manner.
- Contribute to the development of policies, procedures and documentation that support safe and effective program delivery.
- Contribute to reporting on program outcomes, candidate progression, workforce readiness, stakeholder experience and opportunities for improvement.
- Use evaluation findings to refine program design, strengthen supervision models and improve the participant experience.

- Lead the evaluation of BRiPREP, including collection and analysis of feedback from participants, supervisors, general practitioners and other stakeholders.
- Be flexible in working towards outcomes that ensures program outcomes including Positive participant and supervisor feedback., completion of structured learning needs assessments, workplace-based assessments and Professional Development Plans.

## Key Selection Criteria

### Essential

1. Medical practitioner registered with AHPRA, with Fellowship of a relevant medical college
2. Demonstrated experience in medical education, clinical supervision, workplace-based assessment
3. Current knowledge of professional standards, AHPRA registration pathways, supervision requirements and safe practice expectations for medical practitioners in Australia.
4. Demonstrated commitment to culturally safe, inclusive and supportive learning environments, with experience working with International Medical Graduates, junior doctors or supervised medical practitioners.
5. Exceptional interpersonal and communication skills with an ability to interact with Junior Doctors and other key stakeholders as required.
6. Agile and adaptable thinking and confident working in a changing environment.

## 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.*