

Clinical Lead

EMPLOYMENT DETAILS			
Role type	Fixed Term	Award	SCHADS
Hours per week	0.8-1 FTE	Classification	
Length of Term	24 months	Salary	
Reports to	Director of Community Health and Wellbeing	Additional Benefits	
Secondary Report	CEO	PD Last Review Date	

ORGANISATIONAL CONTEXT



Bendigo & District Aboriginal Cooperative (BDAC) is an ACCO (Aboriginal Community Controlled Organisation) registered as a member under the umbrella of VACCHO (Victorian Aboriginal Community Controlled Health Organisation) and represented nationally through NACCHO (National



Aboriginal Community Controlled Health Organisation).

BDAC was founded to represent and provide services to Aboriginal and Torres Strait Islander people living on Djaara Country.

BDAC has a responsibility to ensure growth of services, development of our Aboriginal and Torres Strait Islander community, better and improved health outcomes for our people, improved quality of life and be a lead agency in providing self-determination employment and career pathways for Aboriginal people.

LOCAL WORK ENVIRONMENT

Bendigo and District Aboriginal Co-operative provides a range of specialist services for Community living on Djaara Country including a Medical Clinic, Health and Wellbeing, Family and Community Services, and Kindergarten.

POSITION OBJECTIVE

The Clinical Lead will play a pivotal role in providing strategic leadership to the clinic, the public intoxication team, and the chronic disease team, while offering mentoring to clinical staff to foster their professional development and ensure high-quality patient care for Community. This role involves leading quality improvement and assurance initiatives, overseeing clinical governance and risk management, and developing and updating clinical policies and protocols. The Clinical Lead will promote multidisciplinary collaboration to deliver comprehensive care and provide strategic insights to shape the future direction of BDAC Medical Clinic, ensuring it is prepared to meet Community needs with the new medical facility. By staying informed about emerging trends and opportunities in the healthcare sector, the Clinical Lead will position BDAC at the forefront

of clinical quality and service delivery, driving strategic growth and fostering a culture of continuous improvement.

BDAC'S VISION AND CORE VALUES

“Empowered generations belonging to strong families, culture and community”.

Our Lore refers to the stories, customs, beliefs, and spirituality of our People. Our Lore guides our work and has been passed down through generations by our ancestors and knowledge holders. Our five LORE principles are:

- We keep our focus on Community priorities.
- We are brave.
- We think outside the box.
- We create a safe, caring, and supportive environment.
- We are accountable.

Please refer to our <https://www.bdac.com.au/our-strategy> for further information about our underlying principles within the BDAC Strategy.

KEY POSITION RESPONSIBILITIES

Primary Responsibilities

- **Leadership:** Demonstrate leadership by guiding and mentoring the clinical team. Provide strategic direction and clinical supervision, growing a culture of best practices and collaboration.
- **Clinical Oversight:** Responsible for overseeing the clinical aspects of patient care within the broader BDAC medical team using clinical data and patient feedback to improve outcomes.
- **Clinical Governance and Compliance:** Ensure that all clinical practices adhere to the latest healthcare regulations and lead self-assessments, fostering a culture of continuous improvement.
- **Policy Development and Implementation:** Lead the development, implementation, and regular updating of clinical policies and procedures, incorporating best practices and innovative approaches.
- **Strategic Insights and Innovation:** Provide strategic insights to shape the future direction of BDAC Medical Clinic, identifying and leveraging emerging trends and opportunities in the healthcare space. Measure the impact of initiatives on clinical outcomes, patient satisfaction, and operational efficiency.
- **Reporting:** Ensure timely and accurate completion of all reporting requirements, meeting organisational and regulatory standards.
- **Patient-Centred Care:** Champion a patient-centred approach, ensuring that the care provided meets the needs of Community and enhances patient satisfaction.

	<ul style="list-style-type: none"> • Patient Safety and Risk Management: Implement quality assurance and quality improvement initiatives focused on improving patient safety, reducing medical errors, and managing clinical risks. • Work collaboratively with quality risk and compliance team to maintain a quality management system as it relates to clinical services to identify and address potential risks proactively.
<p>General Responsibilities</p>	<p>This position is designated under the Multiagency Risk Assessment and Management framework (MARAM) as: Tier 4 Identification and Screening training and responsibilities</p>

COMMITMENT TO SAFETY

- All children have the right to be children and live free of abuse and neglect, so they can grow, learn, and develop. Everyone within BDAC is responsible for ensuring a culture of child safety, preventing child abuse, and abiding by the Child Safe Standards.
- BDAC is committed to the health and wellbeing of its employees and stakeholders.
- BDAC has a zero tolerance to all forms of violence.

KEY SELECTION CRITERIA

- Extensive experience in clinical practice.
- Experience working with Aboriginal and/or Torres Strait Islander people.
- Proven ability to lead and manage multidisciplinary clinical teams, fostering a collaborative and supportive environment. Experience in mentoring, coaching, and developing clinical staff.
- Knowledge of clinical governance principles and the ability to ensure compliance with healthcare regulations and standards.
- Strong background in developing and implementing quality improvement initiatives to enhance patient care and operational efficiency.
- Ability to provide strategic insights and contribute to the future direction of the clinic, identifying and leveraging emerging trends in healthcare.
- Strong analytical skills to interpret clinical data, identify areas for improvement, and develop evidence-based strategies.
- Experience in managing projects, including planning, implementation, and evaluation.

Mandatory Education, Training and/or Competencies.

- Registered Nurse or related field

CONDITIONS OF EMPLOYMENT

- Must pass a Criminal Police Record Check.
- Must pass and provide copy of Working with Children's Check (*or Teachers Registration if applicable*).
- Must hold current full Victorian Drivers Licence and provide a copy.
- Must have the right to work in Australia.
- Must pass an Employment History check; and

- Must have and maintain a commitment to child safety, equity, inclusion, and cultural safety.
- **Vaccination Policy:** all staff are encouraged to be vaccinated against whooping cough, measles, mumps, and rubella (MMR) (*if not immune*), influenza (*annually*), hepatitis A and B, chicken pox (*if not immune*); shingles (*for eligible people*), and COVID-19. It is expected that Clinic and kindergarten staff will be vaccinated against the above diseases and will be required to complete a **Vaccination Consent Form**. It is also expected that Clinic staff will be vaccinated again diphtheria, tetanus and pertussis (DtP).

EMPLOYEE STATEMENT

I have read, understood, and accepted the above position description of the Clinical Lead:

EMPLOYEE NAME:

SIGNATURE:

DATE:/...../.....