

POSITION DESCRIPTION	
Position	Nursing - Clinical Lead
Classification	Registered Nurse 3
Reports to	Executive Manager, Clinical Services
Location	Cairns servicing Cape York communities
Specified Position	<p>Applicants are required to provide an Aboriginal and/or Torres Strait Islander referee or a written reference from an Aboriginal and/or Torres Strait Islander person who can attest to the applicant's background, knowledge and skills as they relate to the following capabilities:</p> <ul style="list-style-type: none"> • understanding of the historical and contemporary issues that impact on Aboriginal and Torres Strait Islander people and their communities, particularly in Cape York, and • ability to communicate sensitively and effectively with Aboriginal and Torres Strait Islander people in accordance with community protocols and customs.

Position Purpose

The Nursing - Clinical Lead is responsible for the provision of effective clinical leadership of Nursing and Midwifery services enabling positive health outcomes for Cape York communities.

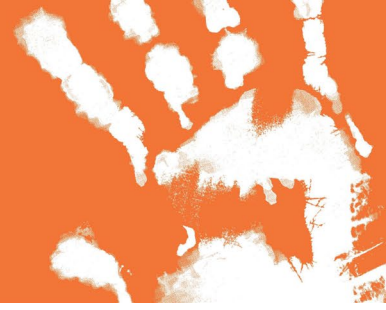
Accountability	Responsibility / Task
Service Planning and Implementation	<ul style="list-style-type: none"> • Lead the planning, development, implementation and evaluation of nursing policies, procedures and protocols to enhance the delivery of service • Contribute to operational planning of nursing and midwifery service to meet the needs of client and community • Ensure planning and reporting processes are in place to report against KPIs and organisational objectives • Contribute to service reviews to ensure nursing and midwifery services are aligned with the Apunipima Model of Care and Apunipima Way • Ensure the maintenance of nursing standards within the organisation • Undertake ongoing practical and theoretical professional development relevant to the position responsibilities, as required • Provide effective nursing services as required
Operational Management	<ul style="list-style-type: none"> • Support Operational Managers in the coordination of nursing services across Cape York communities • Collaborate with Operational Managers and Primary Health Care Centre Managers to coordinate innovative, responsive and flexible nursing services



	<ul style="list-style-type: none"> • Provide clinical leadership and support for comprehensive nursing and midwifery care delivered throughout a continuum of stable, unpredictable and complex situations • Ensure nursing services are aligned with the Apunipima Way and Model of Care, whilst meeting the needs of the organisation, clients and communities in Cape York • Support and guide managers and staff to address complex nursing issues that arise from service delivery • Work collaboratively with managers and staff to identify opportunities for clinical service delivery improvement • Provide clinical leadership and professional supervision to nursing staff • Establish, implement, monitor and review clinical systems and processes, to ensure the provision of high quality nursing services • Implement clinical guidelines to ensure the delivery of safe, quality nursing services • Undertake reasonable additional duties which are appropriate for the qualification and skill level, as directed • Demonstrate a commitment to community control
<p>Leadership and Team Development</p>	<ul style="list-style-type: none"> • Provide sound, visible and accessible clinical leadership and advice to nursing staff including coaching and mentoring • Contribute to the professional development and education of nursing and staff • Contribute to the development of a high performing organisation that has a culture of transparency, accountability and collaboration • Role model and promote the values of the organisation • Support Apunipima team members to build individual capacity, including skills and knowledge to effectively carry out their position responsibilities • Identify and support access to appropriate education, professional development and training for nursing staff
<p>Relationship Management and Stakeholder Engagement</p>	<ul style="list-style-type: none"> • Develop, manage and maintain effective working relationships with internal and external stakeholders and partners • Contribute to the ongoing development of multi-disciplinary teams enabling effective client outcomes • Attend and participate in meetings, networks and forums relevant to the position



<p>Financial, Monitoring, Reporting and Resource Management</p>	<ul style="list-style-type: none"> • Support financial and resource management, and reporting, in accordance with the organisations reporting requirements and approved budget • Comply with and monitor legislative requirements, Delegations Manual, policies and procedures • Engage in, implement and oversee continuous quality improvement (CQI) activities • Ensure a safe working environment for self and others, be engaged in activities to help prevent injuries and illnesses and be accountable for workplace health and safety responsibilities • Monitoring of conformance with established safe systems of work • Report against program or service objectives and other measurable outcomes, as required • Support the collation of data and information to ensure the achievement of contractual obligations
<p>Selection Criteria</p>	
<p>Qualifications/ Registrations/Associations</p>	<p>Essential</p> <ul style="list-style-type: none"> • Tertiary qualifications in Nursing • Current registration with the Australian Health Practice Registration Authority (AHPRA) as a Registered Nurse • Current Queensland Drivers Licence • AFP National Police Check <p>Desirable</p> <ul style="list-style-type: none"> • Qualification in Midwifery and current registration with the Australian Health Practice Registration Authority (AHPRA) as a Registered Midwife • Qualification in Child Health
<p>Experience</p>	<p>Essential</p> <ul style="list-style-type: none"> • A minimum of three (3) years' experience in a clinical leadership role, providing clinical supervision and developing nursing teams in the effective delivery of services • Experience in service planning, implementing and evaluating nursing services <p>Desirable</p> <ul style="list-style-type: none"> • Experience working within the Aboriginal and/or Torres Strait Islander Community Controlled Health Sector
<p>Knowledge/Skills</p>	<p>Essential</p> <ul style="list-style-type: none"> • High level of organisation, record keeping and time management • Ability to work autonomously and be responsive to organisational requirements



	<ul style="list-style-type: none">• Critical thinking and reasoning skills, including advanced problem solving and expert clinical judgement• Advanced knowledge and application of contemporary nursing clinical practice• High level communication and interpersonal skills, including the ability to liaise effectively with internal and external stakeholders• Knowledge and understanding of Aboriginal and/or Torres Strait Islander cultures, and diversity of circumstances, particularly with respect to the people of Cape York• Ability to communicate sensitively and effectively with Aboriginal and/or Torres Strait Islander people in accordance with community protocols and customs• Demonstrated understanding of the principles of Aboriginal and/or Torres Strait Islander community control• Ability to travel in Cape York either by light aircraft or 4WD as required
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