

**POSITION DESCRIPTION - Clinical Educator****Part 1 – Expectations for Your Role**

<b>Position</b>	Clinical Educator
<b>Service / Program</b>	Mental Health and Alcohol and Other Drugs
<b>Industrial Instrument</b>	Dependent on candidate
<b>Instrument Classification</b>	Each Social and Community Service Employees Enterprise Agreement 2017 - Level 6 or equivalent
<b>Reports to</b>	Workforce Development Manager
<b>Effective Date</b>	April 2025

**Key Deliverables**

- **Development and Delivery of Training Programs:**  
Design and deliver tailored training for Better Connect staff, including Mental Health Nurses, Allied Health professionals, and Psychologists, focusing on Mental Health, AOD, and suicide prevention.
- **Clinical Supervision and Mentoring:**  
Provide clinical supervision and mentorship, particularly for less experienced clinicians, through regular reflection sessions and performance reviews to ensure best-practice care.
- **Collaborate with Workforce Development Manager:**  
Work with the Workforce Development Manager to identify knowledge gaps and create targeted learning plans aligned with Better Connect's strategic priorities.
- **Competency Development:**  
Assist in developing competency frameworks for clinical staff, ensuring they meet industry standards, clinical guidelines, and regulatory requirements.
- **Monitoring and Evaluation:**  
Evaluate training program effectiveness and clinical outcomes, providing feedback for improvement and assessing the impact on service delivery and client care.
- **Clinical Support for Service Engagement:**  
Collaborate with the Diversity and Inclusion Lead and Engagement, Integration, and Inclusion Manager for Indigenous People to develop culturally responsive training initiatives.
- **Research and Evidence-Based Practice:**  
Stay updated with the latest research in mental health, AOD, and suicide prevention, incorporating evidence-based practices into training content.
- **Promote a Learning Culture:**  
Encourage continuous professional development, peer learning, and reflective practice, fostering a culture of learning within Better Connect.
- **Reporting and Documentation:**  
Maintain accurate training records and provide regular reports to the Workforce Development Manager on training outcomes and staff development.
- **Collaboration and Stakeholder Engagement:**  
Align training initiatives with organisational needs through collaboration with Better Connect's consortium partners and participation in relevant forums.



- **Support for Clinical Governance:**

Support clinical governance activities, including risk management, quality improvement, and accreditation processes, ensuring training contributes to Better Connect's service delivery goals.

## Skills and Personal Attributes

- Exceptional communication, presentation, and facilitation skills, with the ability to engage and educate multidisciplinary teams.
- Ability to work collaboratively with internal and external stakeholders, including consortium partners and community groups.
- Strong organisational and time management skills, with the ability to manage competing priorities.
- Experience in using clinical supervision frameworks to support reflective practice and professional development.
- Passionate about fostering a culture of learning and supporting the professional growth of others.
- Approachable, empathetic, and dedicated to providing guidance and support to clinical staff.
- Able to work autonomously while being a collaborative and supportive team member.
- Strong problem-solving skills and a commitment to evidence-based practice.

## Experience and Knowledge

- Extensive clinical experience in mental health, AOD, or suicide prevention services.
- Proven ability to design, implement, and evaluate educational programs for clinical staff.
- Experience in delivering training, education, and clinical supervision in healthcare or community service settings.
- Strong knowledge of clinical practices, mental health care, AOD, and suicide prevention strategies.
- Expertise in mentoring, coaching, and supporting professional development for clinical staff.
- Experience working in regional and remote communities is highly valued.
- Cultural competence and experience working with Indigenous communities, with an understanding of their unique mental health challenges.
- Knowledge of accreditation processes and clinical governance frameworks within the Australian healthcare system is highly regarded.

## Qualification/Registrations/Licences

- A qualification in Mental Health Nursing, Allied Health (such as Occupational Therapy, Social Work, Psychology, or similar), or a related field.
- Postgraduate qualifications in Clinical Education or a related field are desirable.

## Physical Requirements

- **Office Environment:** Ability to sit for extended periods and use office equipment.
- **Data Entry:** Capability to type and handle administrative tasks.
- **Office Mobility:** Ability to move around the office and attend meetings.
- **Light Lifting:** Ability to lift and carry up to 5 kg (e.g., laptops or office supplies).
- **Travel:** Ability to travel occasionally to engage with clinical teams, stakeholders, and training events.



## POSITION DESCRIPTION - Employee

### Part 2 – Expectations for Our Team

At Each, we are committed to improving lives and strengthening communities through a range of health, disability, housing, counselling, and mental health services. With a dedicated team of over 1,500 employees and 250 volunteers, we aim to create a positive impact, empowering individuals to live healthier, happier lives.

Our vision is for everyone to live well, and we strive for a healthier, more equitable future through innovation, advocacy, and community engagement.

We care. We listen. We learn. We deliver. Altogether better care.

### Expectation of Employees

Employees are expected to work collaboratively with team members and other Directorates, contributing to both individual and community outcomes. They must model Each's values, ensuring an inclusive, safe, and engaging culture.

### Employee Responsibilities

- Ensure quality, safety, and risk management to protect staff, customers, and the community.
- Collaborate with team members and stakeholders to achieve positive outcomes.
- Create a safe, respectful environment that fosters growth, learning, and wellbeing.
- Track progress and outcomes to meet Each's goals and performance targets.
- Work within professional boundaries and program guidelines.
- Demonstrate leadership behaviours and serve as an ambassador of Each.

### Quality

Employees must engage in continuous improvement, comply with legislation and accreditation standards, and maintain the necessary skills and knowledge for their role.

### Safety & Wellbeing

All Each employees are responsible for their own health and safety, as well as that of others, in line with OH&S legislation and Each's policies.

### Child Safe Commitment

Each is dedicated to creating a child-safe environment, with zero tolerance for child abuse. Everyone is responsible for protecting and reporting any suspected child abuse, ensuring the safety and well-being of children involved with Each.

### Inclusion and Diversity Commitment

Each is dedicated to an inclusive and diverse workplace where everyone is valued and respected. All staff are expected to promote inclusivity, embrace diversity, and foster a collaborative environment, ensuring a safe and supportive workplace for all.

### Key Selection Criteria

#### Skills & Behaviours

- Adhere to Each's Behavioural and Performance Standards.
- Strong communication and interpersonal skills for building relationships.
- Collaborative team player with a positive attitude.

#### Desirable Experience, Knowledge, and Qualifications

- Relevant tertiary qualifications.



- Proven collaborative teamwork skills.
- Understanding of the Not-For-Profit and Health sectors.

#### Mandatory Competencies/Licences

- Criminal History Check and Employee Working with Children Check (as required).
- National Worker Screening Check (if required for the role).
- Entitlement to work in Australia

#### Expected Behaviours for all Each Staff

- Act in accordance with Each's Code of Conduct, policies, and service principles.
- Respond to family violence risk in line with the MARAM Framework.
- Promote a safety-first culture and adhere to health and safety policies.
- Ensure Each Great Care is put through its PACES (Person-Centered, Accessible, Connected, Effective and Safe).
- Support a zero-tolerance stance on abuse, neglect, and discrimination.
- Foster an inclusive, collaborative work environment, prioritizing customer needs.
- Contribute to teamwork, innovation, and continuous improvement.
- Engage in continuous learning and complete all mandatory training on time.