

Position Description

Position Title	Clinical Educator – AH
Position Number	30008712
Division	Clinical Operations
Department	Mental Health Professional Development Unit
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2024 - 2028
Classification Description	Social Work Clinical Educator (Grade 5)
Classification Code	AJ61
Reports Professionally to Operationally to	Bendigo Health Head of Discipline Manager Mental Health Professional Development Unit
Management Level	Tier 4 - Shift Managers, Team Leaders & Supervisors
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	<ul style="list-style-type: none"> • National Police Record Check • Eligibility for AASW national accreditation status • Drivers Licence • Immunisation Requirements

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 Senior Social Work Clinical Educator will coordinate and participate in the development and provision of the Mental Health & Wellbeing Service (MHWS) staff education, training and professional development programs. They will be accountable for the profession-specific standards of practice for Social Work and for the clinical expertise of their profession in the mental health program. They will apply superior consolidated clinical leadership skills to foster a culture of excellence, achievement and innovation in the Social Work workforce.

The position will provide expert professional specific advice, leadership and support. They will be a key innovator and contributor in the areas of clinical governance and safety, quality, and workforce development for the profession and will drive these initiatives within the Mental Health Professional Development Unit and MHWS. Through the established supervision structures, they will ensure professional practice within the program is evidenced based informed and contemporary. Building and maintaining effective relationships and collaborations with the managers and team leaders is pivotal to the success of this role and to ensuring that actions are consistent with the MHWS and BH strategic plan.

The Senior Social Work Clinical Educator will ensure professional development programs delivered will assist staff in the effective delivery of quality clinical services by aiming to improve knowledge, skills & attitudes consistent with: best practice, National Standards for Mental Health Services, National Practice Standards for the Mental Health Workforce and Service development requirements.

Responsibilities and Accountabilities

Key Responsibilities

- Coordinate and participate in the development and provision of Mental Health & Wellbeing Services (MHWS) staff education, training and professional development program delivery including:
 - Graduate year programs, undergraduate and postgraduate programs
 - Transition to Mental Health Programs
 - Core competency training packages
 - Specialised training packages
 - Clinical Supervision
- Provide and/or co-ordinate professional support, education and supervision to Clinical Educators and other delegated team members

- Be accountable for allocated programs being conducted within the MHWS Allied Health and Mental Health Professional Development Unit
- Participate in Quality Improvement activities relevant to Mental Health clinician education and practice and service development that have been identified by senior management of MHWS
- Represent MHWS staff education, training and professional development issues on appropriate group wide committees and external partners.
- Monitor and advise on standards of mental health practice within MHWS and develop strategies to meet identified needs
- Participate in the promotion of the Mental Health profession and provision of Clinical Supervision
- Support and undertake workforce capacity building projects that align with the service objectives and as appropriate for the role
- Deliver specialist mental health training and consultation to internal and external services in keeping with the program objectives
- Contribute to the formulation, implementation & evaluation of policy & procedure

Key Selection Criteria

Essential

1. Bachelor or Master of Social Work accredited by the AASW, ensuring eligibility for AASW membership. Candidates must satisfy Bendigo Health Allied Health Credentialing standards
2. Minimum ten years post-graduate experience with outstanding leadership and clinical skills in Social Work practice in a range of clinical settings
3. A sound understanding of standards of practice along with ability to monitor these standards and develop appropriate strategies to support and advance clinical practice and programs as required
4. Demonstrated ability to effectively lead, plan & implement service development projects and professional development programs
5. Experience in the clinical supervision of social work students and clinicians in mental health settings
6. People management skills with advanced interpersonal, teaching and communication skills with a diverse range of stakeholders at all levels
7. Ability to work co-operatively, productively and independently within a team setting as well as develop collaborative working relationships with internal and external partners
8. Information technology skills and a familiarity with a range of computer software programs relevant to the role

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.