Job ad reference: DD05119093
Role title: Nursing Director (Education and Research)
Status: Permanent full time
(Please note future vacancies of a permanent full time, permanent part time, temporary full time or temporary part time nature may also be filled through this recruitment process)
Unit/Branch: Nursing and Midwifery Services
Division/Hospital and Health Service: Darling Downs Hospital and Health Service
Location: Toowoomba
Classification level: Nurse Grade 9 (1)
Salary level: $4491.10 - $4709.80 per fortnight

About our organisation
Queensland Health’s purpose is to provide safe, sustainable, efficient, quality and responsive health services for all Queenslanders. Our behaviour is guided by Queensland Health’s commitment to high levels of ethics and integrity and the following five core values:

- **Caring for People:** We will show due regard for the contribution and diversity of all staff and treat all patients and consumers, carers and their families with professionalism and respect.

- **Leadership:** We will exercise leadership in the delivery of health services and in the broader health system by communicating vision, aligning strategy with delivering outcomes, taking responsibility, supporting appropriate governance and demonstrating commitment and consideration for people.

- **Partnership:** Working collaboratively and respectfully with other service providers and partners is fundamental to our success.

- **Accountability, efficiency and effectiveness:** We will measure and communicate our performance to the community and governments. We will use this information to inform ways to improve our services and manage public resources effectively, efficiently and economically.

- **Innovation:** We value creativity. We are open to new ideas and different approaches and seek to continually improve our services through our contributions to, and support of, evidence, innovation and research.

To find out more about Queensland Health, visit [www.health.qld.gov.au](http://www.health.qld.gov.au)
Darling Downs Hospital and Health Service Vision, Purpose and Values

**Our Vision**
- To be trusted to deliver excellence in rural and regional healthcare.

**Our Purpose**
- Delivering quality healthcare in partnership with our communities.

**Our Values**
- *Caring* – We deliver care, we care for each other and we care about the service we provide.
- *Doing the right thing* – “Doing the right thing” sums up that we do respect the people we serve and try our best. We treat each other respectfully and we respect the law and standards.
- *Openness to learning and change* – We continually review practice and the services we provide.
- *Being safe, effective and efficient* – We will measure and own our performance and use this information to inform ways to improve our services and manage public resources effectively, efficiently and economically.
- *Being open and transparent* – We work for the public and we will inform and consult with our patients, clients, staff, stakeholders and community.

**Purpose**
To provide high level strategic leadership on the development and implementation of a Nurse Education Framework for the Darling Downs Hospital and Health Service (DDHHS) nursing and midwifery workforce.

To provide high level strategic leadership on the development and delivery of accredited and non accredited nurse and midwifery education programs in collaboration with the DDHHS Nurse and Midwifery Educators and the Cunningham Centre - a Registered Training Organisation.

To provide strategic direction and leadership to the nurse and midwifery educators, including nurses and midwives working as clinical facilitators across the DDHHS.

The Nursing Director Education and Research reports operationally and professionally to the Executive Director Nursing and Midwifery Services - Darling Downs Hospital and Health Service.

**Staffing and budget responsibilities:**
- Line management of DDHHS Nurse and Midwifery Educators
- Financial delegation as per DDHHS Human Resources Sub-Delegations.
- Develop and implement strategies designed to build and promote a positive workplace culture and ensure that change is managed effectively and proactively.
- Act within the position’s approved delegations whilst maintaining an awareness and compliance with policies, principles, directives and all relevant statutory requirements.

**Your key responsibilities**
Fulfil the responsibilities of this role in accordance with the Darling Downs Hospital and Health Service’s core values as outlined above
- Provide high level, innovative strategic leadership in the design, development, implementation and evaluation of an Educational Framework for the Nursing and Midwifery staff in the DDHHS.
- Provide effective and efficient management of education and research resources in collaboration with the Cunningham Centre staff, Directors of Nursing and Nursing Directors within the DDHHS.
- Engage all nurse and midwifery educators in continuous learning to support the provision of evidence based clinical care to consumers of services across the DDHHS.
- Develop and maintain professional relationships with internal and external stakeholders in relation to the delivery of accredited and non accredited nurse and midwifery education programs.
- Oversee the development and enhancement of nurse and midwifery education programs, including state-wide programs and processes for the effective and efficient delivery of quality education and training, including accreditation for continuing professional development registration requirements.

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Qualifications/Professional registration/other requirements
Appointment to this position requires proof of qualification and if applicable registration or membership with the appropriate registration authority or association. Certified copies of the required information must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.

- Registration or eligibility for registration, as a Registered Nurse, with Nursing and Midwifery Board of Australia and possession of an annual practicing certificate is mandatory.
- A Masters level or above qualification in Education is mandatory.
- Extensive Management and Leadership experience preferably in nurse education.
- Travel is a requirement of this position.
- This position requires the incumbent to operate a "C" class motor vehicle, and an appropriate licence endorsement to operate this type of vehicle is required. Proof of this endorsement must be provided before commencement of duty.

Are you the right person for the job?
You will be assessed on your ability to demonstrate the following key attributes. Within the context of the responsibilities described above, the ideal applicant will be someone who can demonstrate the following:

- Demonstrated expert and comprehensive knowledge of contemporary nursing and midwifery practice.
- Demonstrated expertise in leadership, including the ability to strategically plan and integrate the KPI’s from the HHS strategic plan into service delivery through a nursing and midwifery education framework.
- Experience with nursing and midwifery curriculum development, including rural and remote nursing practice, utilising learning management systems and multiple media techniques.
- Expert ability to manage multiple complex projects, staff in both local and external locations and the resources to achieve organisational outcomes.
- Demonstrated ability to conduct research and mentor staff undertaking research to advance the research agenda.
- Highly developed interpersonal communication skills including the ability to consult, engage, negotiate and manage relationships with other industry providers and consumers including the Tertiary and VET sector.
- Demonstrated high level written and communication skills in areas such as publications, conference papers, reports and briefings of a substantial and complex nature.
- Demonstrated ability to contribute high level project/program management skills including risk analysis, continuous evaluation and project adaptation, monitoring and reporting on project outcomes and financial status and managing complex consultation processes with multiple stakeholder groups.

How to apply
Please contact Sue Torenbeek on +61 7 3230 0018 or +61 417 276 617 for a confidential discussion regarding the role and application process.

We invite suitably qualified candidates to submit their application to: sue@edenritchie.com.au

About the Hospital and Health Service/Division/Branch/Unit
The Darling Downs Hospital and Health Service (DDHHS) is an independent statutory body, established under state legislation through the provisions of the Hospitals and Health Boards Act 2011, and is governed by the Darling Downs Hospital and Health Board.

The Darling Downs Hospital and Health Service provides a comprehensive range of high-quality acute, sub-acute, mental health, drug and alcohol, oral health, residential aged care, and community health services. We deliver clinical services to approximately 300,000 people across 26 locations, including the regional hospital in Toowoomba, district and rural community hospitals, residential aged care facilities, multipurpose health services and community clinic facilities.

Our services are cover the Local Government Areas of the Toowoomba Regional Council, Western Downs Regional Council, Southern Downs Regional Council, South Burnett Regional Council, Goondiwindi Regional Council, Cherbourg Aboriginal Shire Council and part of the Banana Shire Council (community of Taroom). This represents area of about 90,000 square kilometres.

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The Hospital and Health Service has a major teaching role, providing both undergraduate and postgraduate clinical experience for members of the multidisciplinary healthcare team. We are the largest employer in the Darling Downs, employing more than 4,700 people, and manage a budget of more than $570 million annually.

If you are looking for a challenging and supportive working environment, we encourage you to consider progressing your career with us.


Pre-employment screening
Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. The recommended applicant will be required to disclose any serious disciplinary action taken against them in public sector employment. In addition, any factors which could prevent the recommended applicant complying with the requirements of the role are to be declared.

Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt. Please refer to the Information Package for Applicants for details of employment screening and other employment requirements.

Health professional roles involving delivery of health services to children and youth
All relevant health professional (including registered nurses and medical officers) who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.

All relevant health professional are also responsible for the maintenance of their level of capability in the provision of health care and their reporting obligations in this regard.

Salary Packaging
To find out whether or not your work unit is eligible for the Public Hospital Fringe Benefits Tax (FBT) Exemption Cap please refer to the Salary Packaging Information Booklet for Queensland Health employees available from the Queensland Health Salary Packaging Bureau Service Provider – RemServ at http://www.remserv.com.au. For further queries regarding salary packaging RemServ’s Customer Care Centre may be contacted via telephone on 1300 30 40 10.

Disclosure of Previous Employment as a Lobbyist
Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at http://www.psc.qld.gov.au/library/document/policy/lobbyist-disclosure-policy.pdf.

Probation
Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2 http://www.health.qld.gov.au/qhpolicy/docs/pol/qh-pol-197.pdf.

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