## POSITION DESCRIPTION

**Position Title:** Interprofessional Practice Co-ordinator (Toowoomba), Southern Queensland Rural Health (SQRH)  
**Organisation Unit:** Faculty of Health and Behavioural Sciences, The University of Queensland  
**Position Number:** TBC  
**Type of Employment:** Full-time, fixed-term appointment until 31 December 2020 (with possibility of extension subject to funding)  
**Classification:** Clinical Academic Level C

### ABOUT SQRH

SQRH is a joint initiative of The University of Queensland (UQ), University of Southern Queensland (USQ), Darling Downs Health (DDH) and South West Hospital and Health Service (SWHHS) funded by the Commonwealth Department of Health as a University Department of Rural Health. Funding is tied to a contract between UQ and the Commonwealth Department of Health under the Rural Health Multidisciplinary Training Program (RHMT).

Under the funding agreement the SQRH will be expected to -
1. Deliver effective rural training experiences for allied health, nursing and midwifery students (prior to gaining professional registration).
2. Ensure rural training experiences are of a high quality.
3. Develop processes to improve rural student recruitment.
4. Engage with the local community to support the delivery of training to students.
5. Maintain and progress an evidence base and the rural health research agenda.
6. Support improvements in Aboriginal and Torres Strait Islander health.
7. Provide regional leadership in developing innovative training solutions to address rural workforce recruitment retention.

SQRH is governed by a joint venture agreement between the four parties. The Joint Venture establishes an Advisory Board (Board) comprising five voting members – an independent chair and one representative from each of the parties.

### ABOUT THE PARTNERS IN SQRH

**The University of Queensland**

The University of Queensland (UQ) contributes positively to society by engaging in the creation, preservation, transfer and application of knowledge. UQ helps shape the future by bringing together and developing leaders in their fields to inspire the next generation and to advance ideas that benefit the world. UQ strives for the personal and professional success of its students, staff and alumni. UQ ranks in the world’s top universities, as measured by several key independent rankings, including the Performance Ranking of Scientific Papers
for World Universities (45), the US News Best Global Universities Rankings (52), QS World University Rankings (47), Academic Ranking of World Universities (55), and the Times Higher Education World University Rankings (60). UQ has a strong focus on teaching excellence, winning more national teaching excellence awards than any other university in the country and attracting the majority of Queensland’s highest academic achievers, as well as top interstate and overseas students. UQ is one of Australia’s Group of Eight, a charter member of edX and a founding member of Universitas 21, an international consortium of leading research-intensive universities. The University’s 50,000-plus strong student community includes more than 14,000 postgraduate scholars and more than 13,000 international students from 144 countries, adding to its proud 230,000- plus alumni. The University has six Faculties and four University-level Institutes.

http://www.uq.edu.au/

University of Southern Queensland

The University of Southern Queensland (USQ) is a dynamic regional University committed to developing research solutions that deliver a global impact. With a vision to be a leading discovery partner in priority research areas, USQ aligns its research with regional and global agendas in agriculture and natural resource management, regional development, regional health and wellbeing, education and digital literacy. USQ has forged a reputation as one of Australia’s leading providers of on campus and online distance education programs in Australia. With more than 75% of students studying via distance or online, our delivery of external education resources continues to lead the way. Recently named as one of the top five Universities to work for in Australia, USQ provides staff with a positive and friendly environment where they are supported to fulfil their personal and career goals and contribute to the university’s success.

https://www.usq.edu.au/

Darling Downs Health

The Darling Downs Health 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 major hospital in Toowoomba, regional and rural community hospitals, residential aged care facilities, multipurpose health services and community clinic facilities. Our services cover the Regional Council areas of Toowoomba, Western Downs, Southern Downs, South Burnett and Goondiwindi as well as Cherbourg Aboriginal Shire Council and part of the Banana Shire Council (community of Taroom), representing an area of approximately 90,000 square kilometres. 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 have a strong focus on, and commitment to, service delivery and education and training and a thriving culture of research that delivers continuous service improvement and evidence-based care. We are the largest employer in the Darling Downs, employing more than 5,000 people, with revenue of more than $700 million annually.

South West Hospital and Health Service

The purpose of the South West Hospital and Health Service is to provide safe, effective and sustainable health services that people trust and value. Our purpose, not only gives our Health Service shape and direction but it inspires, motivates and guides us in everything we do as we provide quality health care to our communities.

There are over 26,000 people who live in our catchment area and rely on the public healthcare services that our 700 plus employees provide. We are responsible for the delivery of medical, surgical, emergency, obstetrics, paediatrics, specialist outpatient clinics, mental health, critical care and clinical support services in an area spanning over 319,000 square kilometres. We are responsible for the direct management of four hospitals, seven multipurpose health services, four community clinics and two aged care facilities.

Our culture is one that empowers staff, and encourages leadership, innovation and new ideas, and every single day our workforce makes a positive impact on the community they serve.


Information for Prospective Staff

This position will be appointed through the University of Queensland. Information about life at UQ including staff benefits, relocation and UQ campuses is available at - http://www.uq.edu.au/current-staff/working-at-uq

ABOUT THE POSITION

DUTY STATEMENT

Primary Purpose of Position

The Interprofessional Practice Co-ordinator will provide advanced level operational and professional leadership, and advice, and collaboration on strategic priorities in conjunction with the SQRH Director and senior staff to ensure the delivery of coordinated, efficient and high quality interprofessional clinical education and training to students and staff in the allied health, nursing and midwifery professions across rural Southern Queensland.

The position is responsible for the operational management of a team of clinical education professionals who will support clinical education activities for allied health, nursing and midwifery pre-registration students on rural placement.

Duties

Duties and responsibilities include, but are not limited to:

Clinical Expertise/Clinical Practice

- Apply expert clinical knowledge and experience in at least one area of allied health, nursing or midwifery practice, as well as knowledge of a diverse range of allied health, nursing and midwifery services and delivery models in order to implement
innovative solutions to complex clinical and service delivery issues and ensure optimal client outcomes.

• Support improved practice by applying advanced clinical expertise and knowledge of approaches to interprofessional clinical education, by disseminating appropriate shared learnings and by acting as a resource in relation to clinical governance matters, evidence based practice with a focus on interprofessional practice, and contemporary clinical standards, policy and procedures.

• Develop and maintain high standards of interprofessional practice, in consultation with universities, discipline managers and relevant industry and community stakeholders.

• Support the redesign of uniprofessional placements to become interprofessional opportunities for student placements which may include clinical teaching and supervision.

Work Unit Management / Operational Management

• Operationally manage a team of clinical educators from nursing, midwifery and the allied health professions

• Plan and implement interprofessional rural student placement activities.

• Manage all aspects of interprofessional and outreach activities including monitoring and managing staff workloads.

• Contribute to the coordination of student placements in collaboration with universities and placement providers, including student accommodation, capacity of clinics, allocation of students to interprofessional education activities and training of and support to clinical educators.

• Utilise and develop innovative models of clinical education to meet service delivery requirements and enhance interprofessional learning.

• Build the capacity of clinical educators to support students to contribute to effective service delivery to rural clients, and to improve the recruitment and retention of health professionals in regional, rural and remote areas.

• Manage the allocated human, asset and financial resources using contemporary business management and effective risk management principles to ensure delivery of key performance indicators.

• Utilise information systems, data collection and reporting (eg activity and outcomes) to support service delivery review and planning.

Service Planning and Quality

• Conduct ongoing review of service quality, processes, and clinical education practices, including auditing and participation in accreditation processes, in order to ensure the delivery of high quality rural health education experiences.

• Utilise and develop innovative models of clinical education, with a focus on interprofessional education, to effectively meet clinical practice standards and outcomes of care aligned with organisational direction and population requirements.

• Lead and coordinate the implementation of quality systems, processes and service improvement activities, including the use of performance data and the integration of
evidence-based practice to support innovative clinical education practices, effective team procedures and outcome-driven decisions.

Research, Education, Training and Evidence Based Practice

- Actively participate in and provide leadership for team members' participation in research, education, training and the application of evidence based approaches to clinical education.
- Follow defined service quality standards, workplace health and safety policies and procedures relating to the work being undertaken in order to ensure high quality, safe services and workplaces

Other

- Ensuring, for the SQRH, awareness of and compliance with legislation and University policies relevant to the duties undertaken, including but not exclusive to:
  - The University's Code of Conduct.
  - Requirements of the Queensland occupational health and safety (OH&S) legislation and related OH&S responsibilities and procedures developed by the University or Institute/School.
  - The adoption sustainable practices in all work activities and compliance with associated legislation and related University sustainability responsibilities and procedures.
  - Requirements of the Education Services for Overseas Students Act 2000, the National Code 2007 and associated legislation, and related responsibilities and procedures developed by the University.
  - Other codes as may apply specifically for either of the partner HHSs.
- Undertaking such other the duties relevant to the position as may reasonably be requested by the Director or Board.

Reporting Relationships

The position reports operationally to the Director, SQRH. For University purposes, the position also has a functional reporting relationship with the Associate Dean (Academic), Faculty of Health & Behavioural Sciences, UQ.

The position is a member of the SQRH senior leadership group and reports operationally to the SQRH Director

Location

The position is primarily based in Toowoomba, however, travel will be required to work from other sites across the Darling Downs and South West Queensland regions as required.
Selection Criteria

Essential

- The applicant must possess a degree in a relevant nursing, midwifery or allied health discipline and have extensive relevant experience in clinical practice, clinical education and/or management
- Possess, or ability to obtain, current general registration or certificate to practice with the Australian Health Practitioner Regulation Agency or profession specific authority, and a valid driver’s license
- Demonstrated experience in successful leadership and management within either the health or higher education sector.
- Advanced level knowledge of contemporary approaches to clinical education standards and the application of evidence-based approaches to health care in a rural environment
- Advanced level of knowledge of Interprofessional Education and Practice or the willingness and ability to rapidly acquire, utilise and disseminate such knowledge.
- Demonstrated understanding of the demands and opportunities within a complex and multi-disciplinary clinical and teaching environment.
- Ability to work flexibly with high levels of motivation, initiative and autonomy and work collaboratively with colleagues.
- Highly developed negotiation, communication and conflict management skills to develop collaborative working partnerships with senior managers, internal and external stakeholders, ensuring effective coordination across work units and agencies to enhance student rural education experience, clinical and education outcomes and service delivery.
- Foster cohesive, cooperative and collaborative working relations with relevant stakeholders across the professional streams in rural sites to ensure effective integrated service delivery with quality outcomes.

Desirable

- A relevant postgraduate qualification
- Experience in rural, remote and Indigenous health issues, rural health education and training and a demonstrated commitment to improving access for rural and remote Australians to quality health services.

Qualification Verification
An appointment to this position is subject to the verification of the highest academic qualification from the conferring institution.

The University of Queensland values diversity and inclusion.
Applications are particularly encouraged from Aboriginal and Torres Strait Islander peoples. For further information please contact our Australian Indigenous Employment Coordinator at: atsi_recruitment@uq.edu.au

Applications are also encouraged from women.