

## Role Description

<b>Role Title:</b>	Director
<b>Division/Hospital:</b>	Mater Health
<b>Reports to:</b>	Director Medical Services or General Manager
<b>Allowance:</b>	CLG2-3
<b>Time Allocation:</b>	30-50%
<b>Date Reviewed:</b>	14/09/2023

### Role Purpose

- To lead a large clinical department, with responsibilities encompassing all domains of the quadruple aim – outcomes, stewardship, consumer experience and Mater People.
- To support and foster the provision of effective, efficient, high quality, evidence-based, low-variability clinical care.
- To be a clinical leader in leading their own team, but also collaborates with other Mater leaders, and is Mater's reference point for matters pertaining to policy, practice, outcomes, risk in the clinical Speciality across all Mater Hospitals.
- To be a Mater leader by contributing to statewide, craft-group and external committees, strategic, workforce and operational planning.
- To role model excellence, by actively participating in quality programs, service improvement, continuing education, clinical teaching, and research activities within the Mater Group.

### Role Specific Expectations

1. To provide leadership and direction for their team and ensure a collegiate and focussed approach towards the provision of clinical services, aligned with the Hospital's Operational Plan and the Mater Group Strategy.
2. To participate in strategic, operational and workforce planning, in growing Mater's business in priority areas, in developing contemporary models of care and implementing appropriate clinical pathways – applicable across the Group.
3. To assist Mater to meet contract, revenue, and service delivery KPIs, and ensure the effective and efficient use of workforce and resources in the provision of clinical services.
4. To ensure that members of the team have time available to them, and participate in regular quality assurance, education, research and continuing professional development activities aligned to organisational need.
5. To adhere to and promote risk minimisation strategies; identify and address educational needs, contribute to policy review and ensure timely responses to incident reporting.
6. To oversee the program of training fellows, registrars, and residents, and assist Mater in meeting training accreditation standards.
7. To utilise contemporary human resource management practice and principles including workplace health and safety, diversity and inclusion.
8. To take all necessary steps to maintain an appropriate standard of infection control.
9. To build relationships with general practitioners, public/private specialists, and relevant external stakeholders.
10. Collaborate with other Directors, Nursing / Midwifery Directors and General Managers as required, and participate in relevant craft-group and quality meetings across the Mater Group.
11. To ensure there is performance and career development planning for staff, including compliance with Corporate Required Learning targets.

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## Qualifications and Experience

### Qualifications

- Registrable as Specialist with the Australian Health Practitioner Regulatory Authority.

### Experience

- Comprehensive experience as a specialist in the field.
- Demonstrated experience in directing and managing a Department would be highly desirable.
- Demonstrated experience in the education and training of junior and senior medical staff.
- Demonstrated previous involvement in research or quality or risk management activities.

### Skills & Knowledge

- Superior knowledge of contemporary evidence-based clinical care is essential.
- Ability to foster a harmonious and collegiate team environment for medical, nursing/midwifery and allied health, and non-clinical colleagues.
- Ability to communicate effectively at all levels and to promote enhanced communication skills of colleagues and junior clinicians.
- Ability to evaluate situations and to make objective judgements and decisions.

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## Selection Criteria

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| <b>SC1.</b> | Demonstrated understanding of Mater's Mission, Vision and Values and Strategy.   |
| <b>SC2.</b> | Broad experience as a Registered Specialist in the Specialty area, preferably in both the public and private sector, and evidence of contribution to the specialty through involvement in relevant health service, quality, education, or research activities. |
| <b>SC3.</b> | Demonstrated leadership skills, with excellent communication skills and ability to foster relationships with a broad range of stakeholders, both internal and external to Mater.   |
| <b>SC4.</b> | Experience in the management of a hospital department with evidence of the ability to promote an environment of collegiality and commitment on the part of the staff.  |
| <b>SC.5</b> | Demonstrated understanding of quality assurance and risk management programs and evidence of the ability to implement such programs within a group of clinicians.  |
| <b>SC6.</b> | Sound knowledge of contemporary human resource management issues, with particular reference to workplace health and safety, diversity and inclusion.   |