

Role description

Role Title:	Conjoint Clinical Educator – MHS & Bond University
Organisation:	Mater Health
Service Stream/Division:	Infrastructure and Clinical Support
Department/Unit:	Dietetics and Food Services
Date Created/Reviewed:	December 2020
Reports To:	Team Leader, Dietetics and Food Services.

This position is a conjoint position between Mater Department of Dietetics and Foodservices and Bond University's Nutrition and Dietetic Practice Program, Faculty of Health Science and Medicine. The successful applicant will be embedded within the Department of Dietetics and Food Services at Mater Health and co-located at Bond University.

Role purpose

- Provide integrated clinical dietetics education and co-ordinate Mater-based placement supervision to bridge university-based teaching and learning with clinical practice-based practice for Bond University's nutrition and dietetic students.
- To provide lectures, workshops and simulations in relevant subjects within the Master of Nutrition and Dietetic Practice program at Bond University.
- To provide leadership and support at a local level to site supervisors, pre-entry students and new graduates by:
 - Facilitating and supervising all clinical education activities both across the Mater campus and externally where it is possible (e.g. other placement sites such as smaller private hospitals) by liaison and collaboration with state-wide clinical education colleagues, key stakeholders and networks.
 - Training, managing and supporting site supervisors across the campus (and other sites as negotiated) with multi-site responsibilities.
 - Directly supervising Bond University clinical and foodservice placement students.

Behavioural standards

This role requires the incumbent to adhere to the Mater behavioural standards including the Mater Mission, Values, Code of Conduct, Mater Credo as well as any other relevant professional and behavioural standards, translating these into everyday behaviour and actions, and holding self and others to account for these standards.

Accountabilities

Mater requires every Mater Person to understand and deliver on a series of accountabilities that are linked to the Mater strategy, described in the table overleaf. Each Mater Person is held accountable for his or own behaviour, performance and development, and for contribution to five strategic objectives: Safety, Experience, Quality, Efficiency and Financial Viability. In addition, Mater managers and leaders are accountable to different extents for clinical outcomes, service and operational outcomes, financial outcomes, compliance and risk, inter-professional leadership and management of performance and accountability.

In this Role	
Role requirements	Is clear on the behaviour, tasks and accountabilities that are associated with the role, fulfils mandatory and professional competency requirements, contributes to own performance development planning, proactively seeks feedback, carries out individual development plan and actively contributes to own team/s.
As a Mater Person	
Safety	Every decision and every action taken has safety as its guiding principle.
Experience	Consistently seeks to meet or exceed each and every person's service expectations, each and every time through the provision of differentiated customer service.
Quality	Consistently seeks to continuously improve the quality of our service, through contributing to delivering evidence based low variability healthcare.
Efficiency	Seeks opportunities to deliver services for more people within existing resources, which means being innovative and focussed, and demonstrating strong stewardship of our finite resources.
Future Viability	Consistently seeks to improve, innovate and evolve, through looking for new trends and opportunities which will ensure Mater can meet the challenges of the future by making sensible decisions today.

Role specific expectations

Clinical Practice:

- Apply advanced level generalist professional judgement to various caseloads across nutrition and dietetic therapy practice within the district, in order to support pre-entry students and new graduates with their clinical work. In addition, may have advanced level specialised knowledge in particular areas of Medical Nutrition Therapy.
- Contribute to the development of clinical practices, procedures and protocols that support the continuum of care engaging cross-discipline referencing where relevant.
- Manage a small allocated clinical caseload, within a multidisciplinary team environment, in accordance with professional, evidence-based and ethical standards.
- Develop clinical practice knowledge and expertise through actively engaging in professional development activities and participating in local professional development, and local/ state-wide/ national workshops or conferences and participating in the DA APD program and performance appraisal and development plans.

Communication / Team Participation

- Provide general clinical advice regarding the operational processes and evidence-based service delivery standards of the work team to senior managers and other relevant stakeholders.
- Develop clinical practice knowledge and expertise through actively engaging in professional development activities and participating in local professional development, and local/ state-wide/ national workshops or conferences and participating in the DA APD program and performance appraisal and development plans.

Leadership / Work Unit Management:

- To develop and facilitate inter-departmental communication between Mater and Bond University teams, in particular communication relevant to clinical dietetics and site supervision of Bond University students.
- Contribute to the strategic development of clinical dietetics and clinical education as a disciplinary area within Bond University, Faculty of Health Sciences and Medicine.
- Represent both Mater and Bond University on relevant local and state-wide clinical education committees.
- In consultation with Mater Dietetics management team, plan, organise direct and evaluate the professional development and education program within the Mater Dietetics service including supervision of new and recent graduates.

Teaching:

- Contribute to the preparation and delivery of lectures, conduct of tutorials, workshops, simulations, marking and assessment, particularly in relation to Clinical Dietetics, Nutrition Assessment and Diagnosis, Nutrition Communication and Behaviour and Clinical Internships within Bond University's Master of Nutrition and Dietetic Practice Program.
 - Provide assistance with the development and implementation of learning and teaching research projects associated with dietetics education.
 - Provide leadership, mentoring and training for Mater N&D supervisory dietetics staff and other placement sites as relevant and act as an advisory resource for all stakeholders with regard to clinical education and student supervision professional development.
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Qualifications

Essential

- The successful applicant must possess tertiary qualifications in Nutrition and Dietetics and have Accredited Practising Dietitian (APD) status (or Provisional APD status as appropriate).
- As a conjoint academic appointment, it is expected that the successful applicant would commit to a program of continuing scholarly professional development relevant to clinical education and/or clinical dietetics, including, but not limited to, a higher degree.
- Previous work experience managing progression of nutrition and dietetic students on Clinical placements.

Desirable

- Completion of training or professional development in university teaching/supervision.
- Previous work experience in the supervision of nutrition and dietetics students on Foodservice Management and Community and Public Health Nutrition placements.
- Previous work experience in the area of clinical education of Nutrition and Dietetic university students.

Clinical / technical competencies

Clinical Expertise

- Demonstrated high level of knowledge, expertise and skill in one or more areas of Nutrition and Dietetics.

Leadership

- Demonstrated ability to initiate, plan and evaluate evidence-based service improvement initiatives and /or research activities and provide clinical supervision to less experienced Dietetic staff in your service stream.

Clinical Ability

- Demonstrated ability to provide clinical services of a complex nature, where established principles, procedures and methods require some expansion, adaptation or modification.

Communication/ Team Participation

- Demonstrated ability to provide advice to professional supervisors and other senior clinicians regarding evidence-based service delivery and improvement opportunities.

Capabilities

		Required proficiency for role ¹				
Mater's core capabilities	Elements	Foundation (Team Member)	Proficient (Team Leader)	Skilled (Manager)	Expert (Director)	Mastery (Executive)
Building high-performance interprofessional teams: Builds high performance interprofessional teams by developing talent and building trust	Vision and direction Implementation of strategy Interprofessional practice and education Team leadership Team development Identifying and nurturing talent Building trust		✓			
Accountability: Role models respectful accountability, effectively holds self and others to account through constructive feedback and dialogue	Holding to account Feedback and dialogue Drive for results		✓			
Learning Agility: Is comfortable with complexity and ambiguity, rapidly learns and applies new skills and is successful in first time challenging situations	Comfort with ambiguity Applies learning to achieve success in challenging first-time situations Critical thinking		✓			
Enacting behavioural change: Skilled at enacting sustainable behavioural change in people (through workflows, habits and clinical practice) to achieve improvements	Influencing perception Generating emotional responses (tempered by rational responses) Shaping behavioural decision making Mobilising and sustaining behaviour change		✓			

¹ Proficiency descriptors

- **Foundation:** demonstrates application of capabilities for performing core requirements of the role **and**
- **Proficient:** demonstrates application of capabilities to others in team **and**
- **Skilled:** developed capability in others in a proactive and structured manner **and**
- **Expert:** mobilises collective capability across teams **and**
- **Mastery:** is a role model within and outside the organisation and expertise as a leader in field is sought out