

## Clinical Director

<b>Location*:</b>	Herston	<b>Unit/Department:</b>	Intensive Care Services Royal Brisbane and Women's Hospital
<b>Status:</b>	Permanent Full Time	<b>Classification:</b>	L25-L27 or L18-L24

### Our Hospital and Health Service

Delivering outstanding healthcare is just one of the ways that we care for our community. Our passion for people is reflected in the way we live our values every day. We value and nurture our staff so that they can provide quality value based care across our diverse organisation every day. Our focus on Value Based Healthcare means we expect our staff to deliver the care the patient needs, no more and no less, to achieve the best quality of life for our community. This passion fuels our collaborative culture of innovation and research.

We embrace the diversity of local and greater communities as we provide services to people throughout Queensland, northern New South Wales and the Northern Territory, in all major health specialities including medicine, surgery, mental health, cancer care, trauma, women's and newborn care, and more than 30 sub-specialities. Metro North services include rural, regional and tertiary hospitals, and community and oral health services.

Our diverse Health Service provides a wide variety of rewarding career paths across our tertiary/quaternary referral hospitals, secondary hospitals, community health centres, residential and extended care facilities and regional community hospital. We expect our staff and volunteers to translate our values into action through providing high quality connected care that is relevant, efficient and respectful of our patient's needs and wishes. Our people are passionate about our community and patients with a focus on putting people first. Come and work where people are at the centre of everything we do and your contribution is truly valued.

Please visit our website for additional information about Metro North. <http://www.health.qld.gov.au/metronorth/>

### Our Vision

Changing the face of health care through compassion, commitment, innovation and connection.

### Our Values



#### Respect

Displays appropriate workplace behaviours and attitudes with colleagues, patients and visitors



#### Teamwork

Builds relationships and works collaboratively to improve patient outcomes



#### Compassion

Displays empathy and concern towards colleagues, patients and visitors



#### High performance

Consistently delivers work to a high standard to meet a rapidly changing environment



#### Integrity

Acts with honesty and transparency to maintain a high standard of ethical conduct

## About the Role

### Context

- The Clinical Director and Assistant Nursing Director Intensive Care Services have operational and budget responsibilities for the Intensive Care Service.
- The Clinical Director is responsible for ensuring appropriate supervision of medical staff and health professionals involved in clinical work, and the operational management of the multi-disciplinary team members directly involved with the Intensive Care Service.
- The Clinical Director will report directly to the Executive Director, Critical Care and Clinical Support Services.

### Purpose

The Clinical Director of Intensive Care Services will lead a multidisciplinary team in providing Intensive Care Services at Royal Brisbane and Women's Hospital (RBWH). In doing so, the Clinical Director will maintain strong links with clinical teams both within RBWH and elsewhere; provide professional leadership within the specialist medical area; maintain a strong clinical and business model to support and grow the service; ensure the ongoing training, education and supervision of medical staff and other health care members; and promote and develop an integrated research program.

### Key Accountabilities

- To provide clinical leadership of the Intensive Care Service at RBWH.
- The provision of patient care in the speciality of intensive care and participate in after hours on-call as rostered
- The oversight of clinical practice within the Intensive Care Service to ensure that care is provided to a high quality in accordance with the requirements of the Royal Brisbane and Women's Hospital, Metro North Hospital and Health Service and Queensland Health.
- Provide expert leadership to clinical and service improvement activities and initiate, encourage and participate in extensive, evaluation and innovative treatment and care aimed at achieving demonstrable improvements in service outcomes.
- To provide for the education and development of all staff assigned to the area. This includes evaluation and feedback on performance.
- To liaise with other internal and external referrers to ensure a coordinated, efficient and cost effective Intensive Care Service.
- Continuously assess current and future needs for equipment necessary for the proper functioning of the department. This will include technological assessment and selection recommendations and maintenance requirements as per Australian Standard.
- Utilise contemporary human resource management practices for staff within the Service.
- To develop, lead, encourage and participate in teaching and research programs with the support of the CICM Supervisors or Training and the Director of Research – Intensive Care Services.
- To participate in quality improvement and accreditation activities to ensure compliance with RBWH requirements and relevant hyperbaric quality and technical standards.
- To participate in appropriate hospital committee meetings.

### How you will be assessed

How we do things is as important as what we do therefore you will be assessed on your ability to demonstrate the following key technical and behavioural capabilities, knowledge and experience. Within the context of the responsibilities described above under Key Accountabilities, the ideal applicant will be someone who can demonstrate the following:

- Demonstrated clinical and technical expertise with appropriate knowledge, skills and abilities in intensive care and the treatment of high medical dependent patients, including burns patients.
- Ability to provide, with demonstrated experience, the operational leadership necessary to develop and enhance multidisciplinary clinical services, education and research within the Department of Intensive Care Services.
- Demonstrated capacity to lead a team of intensive care consultants, registrars and junior doctors in an inclusive working environment that respects the expertise of individuals, with a model of portfolio responsibility by staff specialists for key ICU strategic initiatives. Demonstrated high level of interpersonal skills in communication, consultation, problem solving, team building and negotiation, in order to appropriately represent the organisation at various committees, meetings.
- Ability to develop and deliver, with demonstrated experience, integrated small group / workshop teaching within the Department of Intensive Care Services.

- Ability to support the research agenda of an active tertiary research program including liaison with researchers and research institutions.
- Demonstrated ability to actively participate in a working environment supporting quality human resource management practices including employment equity, anti-discrimination, occupational health and safety, and ethical behaviours.

### Mandatory qualifications/professional registration/other requirements

- Qualifications as an Intensive Care Specialist, acceptable for registration by the Australian Health Practitioner Regulation Agency (AHPRA) Medical Board of Australia and acceptable to the College of Intensive Care Medicine.
- Appointment to this position requires proof of qualification and registration or membership with the Australian Health Practitioner Regulation Agency (AHPRA) and College of Intensive Care Medicine. Certified copies of the required information must be provided to the appropriate supervisor/manager prior to the commencement of clinical duties.
- Post graduate qualifications in Business Administration or management will be well regarded.
- Telemedicine and other telehealth experience is also desirable
- This position requires the incumbent to participate in rostered and/or on-call service, including day shifts, overnight on-call, weekends and public holidays.

### How to apply

Please provide the following information to the panel to assess your suitability:

1. **A short statement (maximum 2 pages)** on how your experience, abilities, knowledge and personal qualities would enable you to achieve the key accountabilities and meet the key skills requirements.
2. **Your current CV or resume, including referees.** You must seek approval prior to nominating a person as a referee. Referees should have a thorough knowledge of your work performance and conduct, and it is preferable to include your current/immediate past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your CV or resume.
3. Submit your application online at [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) by the closing date.
4. Please note that hand delivered applications will not be accepted.
5. Only those persons eligible to work in Australia may be employed by MNHHS. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.
6. Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.

<b>Job ad reference:</b>	RBH256772	<b>Closing Date:</b>	Wednesday, 01 November 2017
<b>Contact name:</b>	Dr Mark Mattiussi	<b>Contact number:</b>	(07) 3646 7214
<b>Classification:</b>	L25-L27 or L18-L24	<b>Estimated Total Remuneration Package (Exc Super)</b>	\$352 314.50 - \$370 797.50 Per Annum (L25-L27) \$297 566.00 - \$339 017.00 Per Annum (L18-L24) plus additional clinical managers allowance of \$25 416 per annum
<b>Online applications:</b>	<a href="http://www.smartjobs.qld.gov.au">www.smartjobs.qld.gov.au</a>		

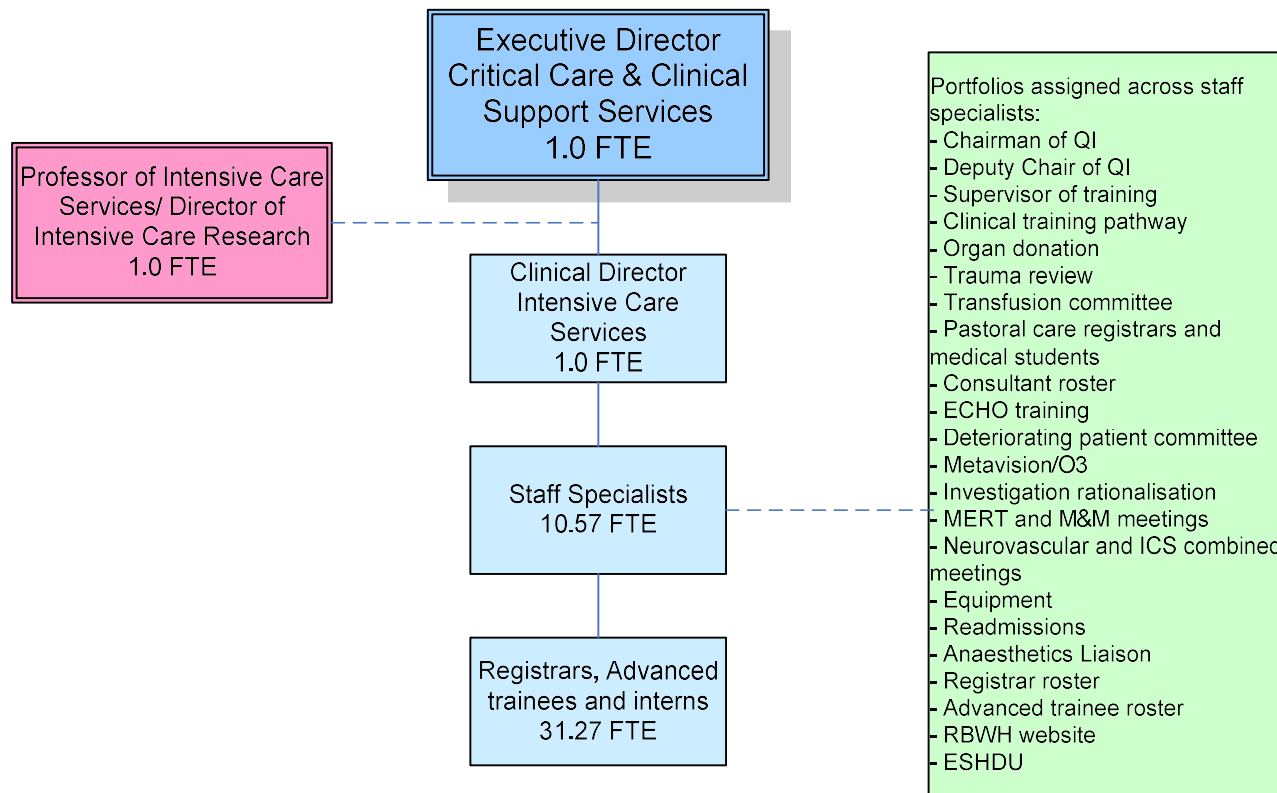
\* Please note: there may be a requirement to work at other facilities located across Metro North Hospital and Health Service

\*\*Future recurring vacancies may also be filled through this recruitment process at any location across Metro North Hospital and Health Service

**APPLICATIONS WILL NOT BE ACCEPTED BY A THIRD PARTY**

**Team Structure**

**Proposed Future Organisational Chart – Intensive Care Services**



### Diversity and Inclusion

We are committed to providing a diverse and inclusive workplace for our people and our community. We encourage people of all genders, races, ages and abilities to apply for roles within our Health Service and strive to ensure that our workplace is free from all forms of discrimination and harassment.

As an Equal Employment Opportunity (EEO) employer we ensure that our selection processes and employment decisions are undertaken in a non-discriminatory way and are consistent with the requirements of the Anti-Discrimination Act 1991. If there are any reasons that you may have challenges with the recruitment process, please let us know when we contact you.

### Work Health and Safety

We are committed to *Putting People First* to provide better healthcare. This commitment includes a dedicated *People Focussed Safety* culture.

This culture commits to the health, safety and wellbeing of staff, volunteers and other persons, through the provision of a dynamic and comprehensive Health and Safety Management System (HSMS). The HSMS provides for proactive safety initiatives, early injury management practices with a strong focus on a safe and durable return to work.

The provision of a Health and Safety environment within Metro North Hospital and Health Service is everyone's responsibility.

### Safety and Quality

Relevant to the position, staff participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards and the Australian Council on Healthcare Standards (ACHS) Evaluation and Quality Improvement Program (EQiP).

### Vaccine Preventable Diseases (VPD) Requirements

It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment:

- Measles
- Mumps
- Rubella
- Varicella (chicken pox)
- Pertussis (whooping cough)
- Hepatitis B

Further vaccinations may be required due to particular risks for a role; examples include:

- Hepatitis A – Workers in regular contact with untreated sewerage
- Q Fever – Research or Laboratory staff regularly handling specimens

All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

Existing staff that are engaged prior to 1 July 2016 are **not subject** to this condition of employment unless they apply for a role with VPD requirements that is with a different Queensland Health entity (i.e. one HHS to another HHS, Department to a HHS, or HHS to Department).

## Additional Information

- Applications will remain current for 12 months or for the duration of the vacancy.
- Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
- Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids must be immunised against Hepatitis B according to the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines.
- Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt.
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role.
- 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/publications/assets/policies/lobbyist-disclosure-policy.pdf>
- 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  
<https://www.health.qld.gov.au/system-governance/policies-standards/doh-policy/policy/gh-pol-197.pdf>
- All relevant health professionals, 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.

# Metro North Hospital and Health Service Executive Structure

