



Role	Nursing and Allied Health Manager
Award/Enterprise Agreement:	Victorian Stand-Alone Community Health and Allied Services (Managers and Administrative Officers) Multi-Employer Enterprise Agreement – 2022 - 2026
Classification/Grade:	HS6
Reports to:	General Manager Community Health
Supervises:	Allied Health Team Leader/s Community Nursing Team Leader
Internal Liaison:	Executive Team Program Managers / Team Leaders Quality Coordinator Business Development Manager
External Liaison:	Program Funders (e.g. Department of Health, NDIS) Contracted Parties (e.g. Health Services) Quality and Accreditation entities (e.g. Australian Commission on Safety and Quality in Health Care, Safer Care Victoria)
Job Status:	0.6 FTE covering Maternity Leave for 12 months Flexible arrangements are negotiable

About Us

For more than 30 years, Northern District Community Health (NDCH) has worked to build healthy, inclusive and connected rural communities. Our priority is ensuring our clients have the support they need to stay in their homes so they can continue to engage with, and participate in, their local community.

NDCH provides medical care, mental health support, chronic disease management, community-based programs and in home-based services to foster vibrant, healthy communities while providing rewarding career opportunities for passionate professionals.

Our service has grown to span the Gannawarra, Buloke and Loddon Shires and more recently extended into the Rural City of Swan Hill. With more than 140 employees and 170 volunteers, our service encompasses picturesque towns like Cohuna, Kerang, Boort and more.

Together, our team works to provide critical community health and preventative care services and support for rural communities. NDCH's connection to local communities, coupled with our partnerships with regional health and community services, is what allows us to improve the health and wellbeing of people in the Loddon Mallee region.

Job summary

NDCH is seeking a Nursing and Allied Health Manager to lead the design, delivery and quality of clinical operations delivered by NDCH's community nursing and allied health team.

Leading a team of multi-disciplinary professionals and through integrated models of care, the impact of this position will improve health equity, particularly for priority populations across the region, through improved access to quality care.

This is an opportunity to join a team where your skills and commitment to quality directly impacts the wellbeing and quality of life of our rural community. Every day, you'll empower people to stay at home where they can contribute to, and engage with, their local community.

Role accountabilities

- Accreditation compliance of nursing and allied health services
- Acquittal of service levels and standards within relevant funding agreements.

Responsibilities

The Nursing and Allied Health Manager will play a critical role upholding NDCH's service strive towards excellence by driving quality systems and improvement forward and managing our team of nursing and allied health staff.

This includes but not limited to:

- Overseeing the delivery of a range of high quality and responsive nursing and allied health services and programs available at NDCH.
- Providing supervision, support and coaching for the Nursing Team Leader and Allied Health Team Leader/s and evidenced through individual performance and development plans.
- Proactively developing and supporting client access, system integration and pathways through collaborative partnerships across health, education, social and community sectors.
- Working within organisation-wide quality systems to systematically monitor expenditure, financial forecasting, service activity levels and client reported outcomes as part of a data-driven approach to continuous improvement and reporting.
- Participating in organisation-wide quality improvement initiatives and embed quality improvement cycles within the delivery and evaluation of nursing and allied health services.
- Fostering understanding and uptake of organisational definitions, processes and systems that support incident reporting, accreditation and quality improvement.
- Championing a culture of continuous improvement and development
- Exercising operational decision making and within responsibility and delegation level.
- Promoting and model behaviours that reflect organisational values.
- Contributing to the organisational business and strategic planning activities as directed.
- Leading the Student Placement Program for the managed services.

What success looks like for this role:

- Tertiary qualification Health, Social Services or equivalent field.
- Minimum 3 years' experience in a comparable leadership position in a clinical setting.
- Current AHPRA registration or other professional registration.
- Current drivers licence.
- Current Police Check, NDIS Screening Check and Working with Children Check or willingness to obtain one.

Why choose NDCH

At NDCH, we are driven by core values that shape our every action. We strive to cultivate a workplace where courage, inclusivity, and unwavering commitment are not just ideals, but integral to our daily operations. Here, diversity isn't just embraced - it's celebrated as a cornerstone of our success. If you're seeking a new challenge, NDCH also offers professional development opportunities, including personalised mentoring and leadership programs.

Selection criteria

Primary care	<ul style="list-style-type: none"> • A strong understanding of primary health and multi-disciplinary models of care, particularly as they relate to rural settings and priority population groups including Aboriginal and Torres Strait Islander populations. • Proven capacity to design, deliver and account for clinical services in line with quality standards and clinical governance obligations.
Leadership	<ul style="list-style-type: none"> • Builds team commitment by translating organisational strategy into team strategy and motivating others to achieve these goals. • Builds a cohesive team with clarity around the goals and accountabilities
Service excellence	<ul style="list-style-type: none"> • Looks beyond the obvious to deliver high standards of service delivery, constructively deals with issues in a timely manner and effectively manages risks to service delivery.
Empathy and cultural awareness	<ul style="list-style-type: none"> • Communicates well with, relates to and sees issues from the perspective of people from a diverse range of cultures and backgrounds.
Teamwork	<ul style="list-style-type: none"> • Cooperates and works well with others in the pursuit of organisation goals within a team-orientated environment.

Benefits

- **Remuneration:** staff are paid in line with Award agreements.
- **Employee wellness package:** access to our health and wellbeing program including EAP support for you and your family as well as bulk billing at NDCH's medical clinic.
- **Supercharged benefits:** unlock salary packaging and free parking.
- **Personal growth opportunities:** access an annual professional development budget, a staff mentoring program, in-house coaching, training and upskilling opportunities and leadership pathways through the Alliance of Rural and Regional Community Health.
- **Culturally inclusive workplace:** work in for an organisation where cultural awareness and recognition are fostered and celebrated.

Signed in Acknowledgement

Employee Signature

Manager Signature

Employee Name
(please PRINT IN CAPITALS)

Manager Name
(please PRINT IN CAPITALS)

Date

Date