

Position Title: **Manager Clinical Innovation**

Campus: Grampians Health (multi campus)

Portfolio: Chief Operating Office

Directorate: Clinical Support and Service Improvement

Reporting to: Director Service Improvement

Direct Reports: Clinical Project Officers, Senior Clinical Project Officers, Project Officers and Project Support staff

Appointment Terms/Conditions:

Classification and Code: DDON ZE9 or Allied Health or Medical Scientist Equivalent

Enterprise Agreement: Per professional discipline

ORGANISATIONAL INFORMATION

Grampians Health draws on its 150 years of health service delivery to provide high-quality, accessible care, close to home.

Situated across multiple campuses within Victoria's Grampians Region, our collaborative workforce comprises more than 7,000 professionals, providing compassionate care to more than half a million people who call the region home.

The region's catchment is a vast 48,500km², offering opportunities to work in unique and diverse rural areas and locations, and our organisation's values unite us in a singular vision - to be at the forefront of healthcare excellence, and to foster a healthier and thriving Grampians region.

For more information, visit www.grampianshealth.org.au.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

POSITION PURPOSE

The Service Improvement Unit provides leadership across the Grampians Health care standards, service improvement, clinical planning and models of service delivery areas ensuring they are innovative, strategic and foster collaborative working relationships with key internal and external stakeholders within the Victorian public health sector and local communities.

The Service Improvement Unit is also responsible as a primary contributor to patient experience, ensuring services continue to evolve in a cost-effective manner and that emerging health needs of our health service population are met.

The Manager Clinical Innovation leads the team that drives strategic projects to implement innovative and contemporary models of care across Grampians Health (GH) and where appropriate across the Grampians region.

KEY ACCOUNTABILITIES

- The Manager Clinical Innovation leads the development, implementation and evaluation of strategic operational plans across Grampians Health, ensuring alignment with Grampians Health Strategic Plan, Clinical Services Plan and other key relevant plans, with a strong emphasis on enhancing service quality and outcomes.
- Where GH is the lead agency, responsible for the development, implementation, measurement and evaluation of a agreed clinical project across the Grampians Local Health Services Network (GLHSN).
- Oversee the design and develop innovative models of care that improve patient outcomes and enhance service delivery.
- Working collaboratively with the clinical operations teams, oversee the implementation of new care models, ensuring they are integrated smoothly into existing systems and practices.
- Act as one of the Department of Health and Safer Care Victoria's delegated leads for GH, operating under the oversight of senior management.
- Be an exemplar and champion values-based leadership across Grampians Health and across Clinical Innovation to ensure that programs are integrated and care provisions are seamless.
- Foster strong collaboration with key stakeholders, both internal and external, to promote service integration, access to services, and reduce duplication and overlap.
- Value the voice of the consumer to inform service planning, change and improvement.
- Contribute to embedding equity, diversity and inclusion across Grampians Health Services.
- Partner to support operational areas and staff to use proven methodologies and data to inform change that aligns with direction of the Health Service.
- Take opportunities to share learnings, celebrate success, collaborate and spread improvements and innovations
- Develop workforce capacity and capability through coaching, teaching and establishing systems to support sustainable service improvement
- Actively participate as a member of the Service Improvement leadership team.
- Keep abreast of new legislation, standards and trends in health to determine effects and opportunity in line with operations and programs.
- Monitor the operational budgets across all cost centres to ensure the sustainability of services. Work in strong partnership with Finance Business Partners and other key stakeholders to ensure success.
- As an experienced people leader, ensure appropriate workforce planning, communication, change management, workforce health and safety, performance optimisation, and relevant People and Culture initiatives in strong collaboration with People and Culture Business Partners and other key stakeholders.

KEY SELECTION CRITERIA

Qualifications

- Appropriate tertiary qualification and /or experience in a health-related discipline
- Qualifications in project management, business analysis, service planning, improvement science and/ or research is essential
- Holds current driver's license

Technical/Professional Knowledge and Skills

- Demonstrated experience working as part of a Senior Leadership Team to create and realise a vision for the future, with the capability to drive performance, lead success and achieve measurable outcomes
- Experience in developing, leading and managing strategic and change projects to a successful outcome
- Conceptual thinker with the ability to generate and implement creative ideas and solutions to enhance and improve health services.
- Set high standards of performance for self; assuming responsibility and accountability for successfully completing assignments or tasks; self-imposing standards of excellence rather than having standards imposed.
- Ability to collaborate, network and manage relationships and engagement of key stakeholders within and outside Grampians Health.
- Demonstrated strong values driven leadership skills with a commitment to working collaboratively to achieve agreed operational objectives adopting an evidence-based quality approach.

Work Environment

- Proven track record of leading success and outcomes in line with operational and strategic objectives.
- Demonstrated ability to manage change processes by effectively motivating and energising others in the organisation for the best possible patient results, outcomes and processes.

Personal attributes

- Highly developed interpersonal, communication and negotiation skills with experience in developing and maintaining collaborative and successful teams.

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members will demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children. Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the GH integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identify opportunities for continuous improvement in your workplace through communication and consultation with managers and colleagues.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of GH.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health

care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.

All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected by their acts or omissions. People with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.

- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive. Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.