

Position Title: Clinical Project Lead, Grampians Integrated Cancer Service

Campus: Ballarat

Directorate: Chief Medical Office

Department: Grampians Integrated Cancer Service (GICS)

Reporting to: GICS Director

Appointment Terms/Conditions:

Classification and Code: CAPR 3 Clinical Nurse Consultant A-B depending on years of experience as a Nurse Consultant or Allied Health professional equivalent

Enterprise Agreement: As per professional discipline

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services as one united health service. More information can be found at www.grampianshealth.org.au

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

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.

Integrated Cancer Services:

The Victorian Integrated Cancer Services (VICS) are Victoria's cancer services improvement network and play a fundamental role in the implementation of the Victorian Cancer Action Plan. Key aspects of Victoria's current cancer plan include improving cancer outcomes and experience of cancer patients, delivering efficient, quality care supported by data and research, improving outcomes, addressing disparities across population groups, driving innovation and system reform, and ensuring good integration and coordination across service providers.

There are eight geographical ICS (three metropolitan and five regional) and one state-wide paediatric ICS. Collectively, they are referred to as VICS and are funded by the Victorian Department of Health, Cancer Unit.

The vision of the VICS is to improve patient experiences and outcomes by connecting cancer care and driving best practice. For more information visit <https://www.vics.org.au/>.

Established in 2004, the Grampians Integrated Cancer Service (GICS) is funded by the Department of Health (DH), with Grampians Health (GH) acting as fund holder in a host agency arrangement. Services to support the operations of the GICS team (also known as the Program Office) are purchased from GH and include HR, Finance and IT.

GICS is not a direct provider of services, but facilitates system development and service improvement by supporting local and regional services. As an independent organisation, GICS activities are overseen by the Governance Group, comprised of key regional stakeholders. The governance of the organisation is further underpinned by a Memorandum of Understanding between GICS and health service providers across the Grampians region.

The Grampians region stretches from the South Australian border in the west, to Bacchus Marsh in the east, and from Edenhope to Hopetoun in the north. The area covers almost 50,000 square kilometres and a population of over 220,000 people.

Vision and Mission of GICS

Vision: Improving patient experiences and outcomes by connecting cancer care and driving best practice.

Mission: GICS will achieve the vision by:

- understanding the needs of people affected by cancer
- building and supporting collaboration between health professionals, health services and consumers
- driving quality improvement in cancer care
- supporting the development of the cancer workforce
- facilitating system-wide engagement in cancer research.

POSITION PURPOSE

The Clinical Project Lead is responsible for working alongside the supporting the GICS Project Team providing clinical knowledge on improvement initiatives across GICS work plan activities including overseeing the end-to-end delivery of projects enhancing clinical services, improving patient outcomes, and embedding sustainable, innovative, and cost-effective solutions. This position provides a unique opportunity for clinical Nurses, or Allied Health Professionals to apply their clinical expertise to a project setting within their scope of practice. Using evidence-based improvement methodologies and change management principles, the Clinical Project Officer

facilitates collaboration, guides multidisciplinary teams, incorporates patient lived and living experiences and ensures alignment with GICS work plan activities derived from Victorian Cancer Plan priorities.

The role will work under the direction of the GICS leadership team and in collaboration with the GICS project and patient partner teams and our GICS member health services.

KEY ACCOUNTABILITIES

- Lead and implement clinical project activity across the full life cycle of the project to meet the program objectives working with a degree of autonomy drawing on project planning, reporting and tracking to ensure successful and sustainable delivery of improvement initiatives.
- Using your clinical knowledge and expertise, collaborate with key stakeholders to co-produce and implement solutions that support safe, effective, efficient, and patient-centred care.
- Act as a subject matter champion providing clinical knowledge and support to other members of the GICS team.
- Utilise governance processes to implement, monitor, and evaluate service improvement initiatives and outcomes.

KEY SELECTION CRITERIA

Essential

Qualifications and Experience

Essential • Tertiary qualification and current registration in a health discipline (e.g. Nursing, Allied Health)

Technical/Professional Knowledge and Skills

- Excellent communication skills, with a key focus for reporting quantitative and qualitative data. across written, verbal, and digital platforms
- Proven experience in developing, managing, and strengthening collaborative relationships with multidisciplinary teams, health services, consumers, and external partners, supported by highly developed communication, negotiation, and influencing skills.
- A strong focus and mindset for clinical innovation, project management, and being a clinical change champion in health service settings.
- Demonstrated success in delivering measurable outcomes within complex health systems.
- Consults and liaises with key stakeholders to co-produce and implement detailed project plans where aims and objectives are clearly defined and actions steps and timelines for achieving them are clearly specified.
- Monitors project performance against established objectives and manage project risks and issues to ensure successful achievement of project deliverables and outcomes are met.
- Demonstrated ability to seek all relevant information to enable effective problem-solving including stakeholder liaison, analysis of differing perspectives, drawing sound inferences, and identifying and proposing workable solutions, evaluating effectiveness and adjusting actions / responses as required.
- Strong understanding of Victorian public health sector policies and knowledge of cancer and health system trends, standards, and emerging service delivery issues.
- Provides clinical insights to support the GICS leadership and project team in setting and delivering work plan objectives.

Personal Attributes

- A willing learner who is flexible and responsive to need with a commitment to ongoing professional and personal development.
- Self-starting and able to work autonomously. Seizes opportunities as they arise and takes responsibility for own actions.

Interpersonal Skills

- Ability to work collaboratively, sharing responsibility for the achievement of team goals, objectives and outcomes and thereby contributing to a positive and trusting team culture.
- Ability to influence, negotiate, and champion change across diverse groups.
- Conceptual thinker with a solutions-focused mindset and innovative capability.
- High personal integrity, accountability, and professional standards.

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 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 Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- 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 Grampians Health.
- 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 their acts or omissions. Persons 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.