

Employee Position Description

Position Details		
Position Title: Manager Podiatry, Dietetics and Diabetes Nurse Education	Department: Allied Health	Agreement: Victorian Stand Alone Community Health Services (Health and Allied Services, Managers and Administrative Officers) Multiple Enterprise Agreement 2018-2022
Reports To: Senior Manager Allied Health	Location: Working Across All Sites as Required with majority of days distributed across Doncaster/Hawthorn/Richmond	
Direct Reports: Podiatry, Dietetics and Diabetes Nurse Education Teams	Employment Status: Full Time Permanent	Classification: Grade 5 - Salary negotiable
Position Primary Purpose		
<p>Provide effective operational management and clinical and professional leadership of a multi-disciplinary team to ensure the delivery of coordinated, high quality and innovative services to clients residing in the Cities of Boroondara, Manningham and Yarra in Melbourne Victoria. The position promotes collaborative relationships in the coordination of service delivery, driving client centred, goal oriented outcomes alongside the promotion of wellness and reablement.</p>		
Decision Making Authority	Key Relationships	
Decisions made independent of Manager <ul style="list-style-type: none"> • Rostering of staff to meet operational needs • Other decisions as per the Access Health & Community Delegation framework 	Internal <ul style="list-style-type: none"> • Senior Manger Allied Health • Mangers in Allied Health • Manager Access and Coordination • Manager Medical • Access Health & Community GPs • Manger Mental Health • Senior Manager Mental Health & AOD • Senior Manager Community • Senior Manager Child & Family • Senior Manger Dental • Manager Carer Support • Manager Quality • Data Management Officer • Manager Finance • Marketing 	

This position description provides a comprehensive, but not exhaustive, outline of the key activities of the role. AccessHC employees will therefore be expected to comply with manager's directions when and as required, which may include completion of duties not listed in this document.

	External
	<ul style="list-style-type: none"> • IDEAS Project Coordinator

Key Accountabilities	
Focus Areas	Responsibilities
Recruitment and Selection	<ul style="list-style-type: none"> • Assist Senior Manager to develop business case for Recruitment as required • Develop advertising, determine appropriate placement, respond to recruitment enquiries and personally contact unsuccessful applicants who have made it to the interview round in order to attract the highest quality applicants and ensure the organization is favourably presented throughout the recruitment process. • Conduct reference checks at least a portion of which must be a verbal check to ensure nuances which may be missed in written references and any probing to clarify is performed in a timely manner. • Other components as per Access Health & Community Recruitment and Selection Policy and Procedure
Program Delivery & Development	<ul style="list-style-type: none"> • Takes responsibility for accurate, timely work results • Understands the interdependencies between departments • Knowledge of funding streams and regulations/legislation applicable in the community health setting. • Provides leadership to ensure effective and efficient departmental and organisational communication strategies in order to coordinate, represent, advocate and provide advice on professional standards, strategic directions and service development, service needs and initiatives • Strives to develop client centred, goal directed programs and outcomes with multidisciplinary components as required • Conduct ongoing service analysis and work with the Senior Allied Health Manager to develop workforce and program plans to maximize operational performance including the development of new funding streams where applicable • Actively seek opportunities to foster a growth culture with external stakeholders and develop the reputational strategy of the department contribute to that of Access Health & Community • Uses high-level communication skills to optimise organisational, staff and client outcomes applying professional judgement, conflict resolution and negotiation skills where necessary. • Have a demonstrated application of contemporary infection control standards and practices. • Ability to lead quality improvement activities.
Assist Senior Manager with Development of Budget and Manage Performance in line with Budget	<ul style="list-style-type: none"> • Work with the Senior Allied Health Manager to proactively monitor, measure and report on Podiatry/Dietetics/Diabetes Nurse Education/IDEAS Clinic team financial and performance data • Seek growth in clinical and business opportunities based on same to inform budget process and business case development for any service expansion. • Effective reporting, administration and control of allocated human, physical and financial resources to inform budgets using contemporary business management principles,
Staff and Self-Management and Development	<ul style="list-style-type: none"> • Develop and review staff KPIs and ensure equitable workload allocation including monitoring and managing staff workloads and matching professional skill mix to meet service demands • Provide, coordinate and monitor orientation, performance appraisal and development, mentoring, professional and peer supervision and continuing professional development of the team

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Key Accountabilities	
Focus Areas	Responsibilities
	<ul style="list-style-type: none"> Identifies personal development needs and seeks information from a range of sources Manages own workload to deliver results Takes responsibility for ensuring productive, efficient teamwork In consultation with Senior Manager Allied Health develops own work development plan
Project Participation, Management & Delivery	<ul style="list-style-type: none"> Participation and leadership in additional projects and tasks and membership on Access Health & Community and relevant external of committees as mutually agreed.
AccessHC Values	<ul style="list-style-type: none"> Through actions and behaviour, demonstrate AccessHC Values of; Equity, Collaboration, Integrity, Accountability, Innovation and Excellence.
Governance and Compliance	<ul style="list-style-type: none"> Act in accordance with AccessHC's policies, procedures and code of conduct. Maintain updated and valid credentials in accordance with relevant legislation and industry requirements where applicable to the position. Participate in mandatory training requirements to support the delivery of a safe and effective service. Oversee professional governance for the Occupational Therapy and Speech Pathology team to ensure maintenance of professional and organizational standards in consultation with relevant stakeholders In consultation with relevant stakeholders, ensure that allied health service providers work within approved scope of practice Participate in professional supervision as appropriate Ability to make a contribution towards effective risk management Take personal responsibility for the quality and safety of work undertaken
Workplace Health and Safety	<ul style="list-style-type: none"> Act in accordance with health and safety policies and procedures at all times. All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct. Treat others with respect and always behave professionally and in accordance with the Access Health and Community Code of Conduct

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Selection Criteria	
<p>Standard selection criteria items</p> <ul style="list-style-type: none"> • Police Check International Police Check • International Police Check (if applicable) • Working With Children Check • Professional Registration • Disability exclusion scheme check <p>Qualifications, registrations and experience</p> <ul style="list-style-type: none"> • Tertiary qualifications in Podiatry, Dietetics, Diabetes Nurse Education or related Allied Health discipline • Minimum of 3 years' experience in a Leadership Role within a Health environment • Proficiency in Microsoft Office and relevant software applications 	<p>Key skills and attributes</p> <ul style="list-style-type: none"> • Strong communication and interpersonal skills • Demonstrated ability to relate to people from a diverse range of social, cultural and ethnics backgrounds • Commitment to continuous quality improvement and health promotion principles • Effective time management and prioritisation skills • Well-developed presentation and report writing skills • High level of accuracy and attention to detail • High level of cultural sensitivity and awareness • Effective financial management skills • Strong analytical and problem solving skills • Strong project management skills • Demonstrated ability to work in a team environment • Demonstrated behaviours consistent with AccessHC values
<p><i>AccessHC is a Child Safe Organisation.</i></p> <p><i>AccessHC actively supports an inclusive culture and celebrates its diversity. We encourage applications from people with disabilities, diverse genders and sexualities, Aboriginal peoples and people from a culturally and/or linguistically diverse background.</i></p>	
Authorisations	
<p>Employee Name:</p> <p>Signature: _____</p> <p>Date: / /</p>	<p>Manager Name:</p> <p>Signature: _____</p> <p>Date: / /</p>

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