
DIRECTOR OF NURSING

OCTOBER 2021



Location:	Parkville
Division:	Clinical Services
Classification:	Commensurate with skills and experience
Employment type:	Full time, permanent
Position reports to:	Director, Clinical Programs and Services

1. POSITION SUMMARY

The Director of Nursing provides contemporary professional and strategic nursing leadership for Orygen and is responsible (in a collaborative approach) for the organisation-wide clinical safety and quality program.

This involves the coordination and responsibility for professional nursing leadership functions across Orygen services, and more specifically, senior nursing advice for service delivery, workforce planning, human and material management, health care team communication, data analysis and health care performance. Additionally, this role will lead the clinical safety and quality team and program, to ensure the delivery of safe, quality, effective and efficient healthcare provision.

The role works collaboratively as part of the clinical leadership team and supports Orygen's strategic priorities.

2. POSITION CONTEXT

Orygen is Australia's centre of excellence in youth mental health. At Orygen we develop new approaches to mental health care by incorporating our research discoveries into clinical practice, informed by the work of our mental health policy team. We don't just revolutionise treatment, we revolutionise how it's delivered.

Our health care models are underpinned by partnerships with young people (12 to 25 years of age) and their families, and can be applied to young people with mild and moderate illness right through to those experiencing severe and acute mental ill-health.

As an organisation, we are continuously transforming and we are now embarking on a journey to fully integrate the wide range of services and functions within our remit, and assume governance for a number of new clinical service types and models. In implementing the recommendations of the Royal Commission into the Victorian Mental Health System (RCVMHS) we are now working towards becoming a designated mental health service and a private hospital provider, which will result in monumental changes to our service capability and capacity, and the meaningful impacts we can have on the mental health of young people,

Orygen delivers cutting-edge research, policy development, innovative clinical services, and evidence-based training and education for the mental health workforce to ensure that there is continuous improvement in the treatments and care provided to young people experiencing mental ill-health.

Orygen is a complex organisation with a diverse multidisciplinary workforce and service offering. The core components include:

- Five headspace centres in Craigieburn, Glenroy, Melton, Sunshine and Werribee that deliver primary clinical services to young people and are operated by Orygen.
- The Parkville site, which encompasses a 20-bed Youth Prevention and Recovery Centre [YPARC] that is nearing construction completion and the Parkville Hub which is the first pilot site of an integrated ‘one stop shop’ model that offers access to care across the full continuum of need, from mild through to severe mental health experiences.
- Orygen Specialist Program, a tertiary clinical service that includes 16 acute inpatient beds at Footscray, community-based mental health care and assessment services, and a hospital in the home program. These services are currently delivered across multiple locations.
- The Centre for Youth Mental Health, a University of Melbourne research and teaching department that is wholly seconded into Orygen.
- A knowledge transfer program, drawing on Orygen’s research and clinical expertise provides an array of resource and workforce development including providing online and face to face training for the mental health workforce both nationally and internationally.
- A policy ‘think tank’, drawing on Orygen’s research and clinical expertise and partnering and collaborating with key content experts from Australia and around the world to advise government and other policymakers.
- Centralised professional support functions enabling the organisation to achieve strategic and operational objectives.

This newly established position of Director of Nursing will form part of the clinical leadership team as we transform and grow our services, and is a reflection of the strong value and commitment Orygen holds towards nursing in the provision of care and leadership in youth mental health. In this context, Orygen is seeking a highly competent nursing leader who brings a transformational mindset to their role, and is able to demonstrate their capabilities within the youth mental health sector. A key function of this role once appointed will be to build and establish the nursing workforce in Orygen, while further developing the culture of a safe organisation that embraces quality improvement.

3. ABOUT ORYGEN

VISION	Young people to enjoy optimal mental health as they grow into adulthood.
MISSION	Reduce the impact of mental ill-health on young people, their families and society.
VALUES	Respect, accountability, teamwork, excellence and innovation.
COMMITMENTS	Orygen has made a strategic commitment to partner with First Nations people of Australia, young people and their families, LGBTIQ+ people and culturally and linguistically diverse people.

4. KEY RESPONSIBILITIES/OUTCOMES

The Director of Nursing is a registered nurse with mental health experience who has worked within the mental health service environment. This position requires:

- Working collaboratively with young people and their families, leadership groups, healthcare team members and external stakeholders.
- Comprehensive decision-making skills and an extensive knowledge of nursing practice within contemporary policy and regulatory frameworks within mental health.
- Partnering with nursing workforce and colleagues to operationalise clinical and corporate governance, and support the delivery of safe and exceptional care.
- Employing professional and clinical expertise in collaboration with nursing and multidisciplinary stakeholders.

- Demonstration of expert clinical, management, leadership and specific portfolio expertise to optimise nursing practice and services.

Key responsibilities include, but are not limited to:

4.1 Direct comprehensive and safe care

- Accountable for Nursing and Midwifery Board of Australia (NMBA) and own standards, actions and the outcomes of own nursing practice, professional/clinical advice given and for all delegated activities.
- Responsible for guiding and delivering safe, person-centred and compassionate care as per the Mental Health Act 2014 and national safety and quality standards.
- Responsible for the operational achievement of performance targets, evaluations and outcomes in line with operational plans, service targets and national and state benchmarks.
- Act as an expert professional resource resolving complex clinical, governance, operational and ethical challenges.
- Foster professional decision-making in alignment with standards and frameworks by contributing to planning, coordination and evaluation of standards of practice, models of care and operational requirements.
- Ensures investigation and follow up of reportable deaths, assaults, injuries, complaints and other major incidents as is required by relevant regulations and legislation and Orygen.

4.2 Support of Systems

- Oversee and coordinate (in collaboration) the organisational portfolio for high quality, safe care that will underpin accreditation and regulatory requirements as a designated mental health service.
- Collaborate and engage with nursing colleagues, internal and external stakeholders, and committees and advisory groups which support the operational and strategic functions of Orygen.
- Promote and support a culture of continuous quality improvement in line with nursing professional strategic direction.
- Establish and maintain system-wide mechanisms to monitor, analyse and report on nursing innovative practice, models of care, performance and productivity gains including fiscal responsibility.
- Demonstrate advanced capability in leadership, human, financial and resource management including professional standards and policy.
- Provide strategic direction and education support to ensure and improve staff understanding and knowledge of the relevant legislative and accreditation requirements into mental health, quality improvement activities, patient care and satisfaction, and responsibilities and expectations.
- Create opportunity for consumer/patient involvement in the planning and delivery of health services.
- Utilise contemporary recruitment processes to build a capable and motivated nursing workforce in collaboration with the operational leaders of Orygen.

4.3 Education

- Proactively support and engage education strategies which facilitate capability and capacity development of nursing and other teams through a workforce development framework that promotes continuing education.
- Collaborate in the development of a vision and strategy for a work-based culture that promotes education initiatives and life-long learning.
- Participate in internal and external stakeholder engagement for nursing education and training by directing and monitoring strategies that support and promote education and learning.
- Proactively continue to develop own specialist technical knowledge and expertise to serve the functions of the role and the environment.

4.4 Research

- Lead, promote and/or engage evidence-based nursing quality/research projects within the health facility/service, taking a collaborative approach.

- Integrate contemporary information and research evidence with personal knowledge and experience to support informed decision making and improve service delivery.
- Action and evaluate policy and evidence-based research recommendations.
- Action contemporary nursing projects/research findings and integrate into clinical practice.

4.5 Professional Leadership

- Act as a professional leader in demonstrating integrity, transparency and accountability.
- Provide transformational leadership qualities to empower and mentor nurses and health care teams.
- Lead, motivate and engage staff/teams to embrace safe care, quality improvements and change as required.
- Promotes and monitors compliance with Orygen mandatory training.
- Establish and maintain positive relationships and collaborate with key stakeholders including inter-professional leaders, executive teams, state-wide collaborative groups and services to measure and evaluate the contribution of nursing within practice innovation.
- Provide leadership which enables positive patient outcomes by:
 - Designing, developing, implementing and evaluating innovative models of care.
 - Ensuring the service complies with the relevant legislation and government reporting requirements.

5. SELECTION CRITERIA

The following criteria must be met for consideration for this position:

5.1 Essential

- Bachelor of Nursing and postgraduate qualifications in mental health nursing.
- Current unrestricted registration with AHPRA as a Division 1 Nurse is required.
- Extensive senior nursing experience as Nurse Unit Manager or equivalent in a mental health setting.
- Experience as a senior leader or manager in mental health services across the service continuum, including inpatient and community services.
- Experience in leading services or organisations through times of change.
- Highly developed interpersonal skills, with the capacity to working closely with a wide range of clinical and non-clinical personnel and to communicate and negotiate at senior levels.
- Sound knowledge of the theory and principles of quality management, evidence-based practice and systems improvement.
- Experience in leading, developing and implementing patient safety and/or quality improvement programs in large healthcare organisations, including mental health care, and commitment to, a team-based and collaborative approach to service provision and management.
- Capacity to define and reconcile complex and competing priorities, together with the ability to identify and engage key stakeholders in addressing the same.
- Project management, report writing and presentation skills.
- Demonstrated understanding of the requirements of the Mental Health Act 2014 (Victoria).
- Demonstrated understanding of the requirements of the Nurses Act and ANMC National Competencies.
- Demonstrated knowledge of State and Commonwealth Legislation and accreditations.
- Knowledge of, and the ability to, apply contemporary nursing practice and process, management, education and research practices at both the broad and detailed level.
- Highly developed communication and interpersonal skills with an awareness of self, which facilitates engagement, innovation, resilience and accountability within nursing teams and across the multidisciplinary care setting.

5.2 Desirable

- Further qualifications in health and/or business administration would be highly desirable.

6. SPECIAL REQUIREMENTS

- Unrestricted right to live and work in Australia.
- A current National Police Check will be required.
- Any offer of employment is conditional upon receipt and maintenance of a satisfactory Working with Children Check.
- In line with Government guidelines, this position may need to be based at home during certain periods. As such a reliable internet connection will be required.
- You may be required to work across more than one of Orygen's sites, which are currently located within the north and west of Melbourne.
- You may be required to travel interstate or intrastate on occasion.
- Successful applicants will be required to provide proof of COVID-19 Vaccination prior to commencement.

7. ACKNOWLEDGEMENT

Confirming this position description has been read and understood by:

Name:	
Signature:	
Date:	