

Nurse Unit Manager (NUM) Parkville

position number	Dayforce
status	Full Time, on-going (FT)
FTE	Full time 1.0 EFT
network	Services
agreement	Nurses And Midwives (Victorian Public Sector) Single Interest Employers Agreement 2024-2028
classification	NUM Level 1
reports to	Response Lead, Youth Justice

about us	cohealth is a not-for-profit community health organisation. We provide health and support services in Melbourne's CBD, northern and western suburbs, and on the East Coast of Tasmania. Our work is guided by our Strategy 2025–2035, a bold pathway toward our vision of healthy communities, healthy people.
what we do	We partner with communities to improve health and wellbeing and address health and social inequality. Our aspiration is for healthier communities where everyone – regardless of background or geography – can access quality care and experience better health and social outcomes.
our organisation	cohealth is driven by a 10-year strategy shaped by over 900 coworkers, clients, community members, and partners. We aim to be the exemplar of place-based, integrated, person-centred care that empowers individuals and communities across Australia. To achieve this, we are focused on three strategic objectives: • Demonstrating the value of the cohealth model • Enhancing the sustainability and resilience of our organisation • Scaling our impact Our work is underpinned by five key enablers: people and culture, community connection, partnerships, ways of working, and infrastructure.
our people	People who work at cohealth are passionate about social justice and committed to delivering high-quality health care and promoting and protecting human rights.
diversity and inclusion	We want people of all ages, gender identities, sexualities, cultural backgrounds, and abilities to feel safe to bring their whole selves to cohealth. We are a Rainbow Tick Accredited organisation with over 20% of our staff from the LGBTQIA+ community. To find out more about us click here



network overview

Services Network

Our vision is for healthy communities and healthy people. We do this by providing care for individuals, community, and society, improving the health and wellbeing of the communities we serve, and addressing inequality in society.

We champion universal health care and human rights and strive for health and social equity. This is what we mean when we say care for all. Care for all is achieved when all people have access to the full range of health services they need, when and where they need them, and without financial hardship.

cohealth's services network delivers strong, people-centred primary and community health care that prioritises individuals and communities experiencing inequality. Our services focus not only on preventing and treating disease and illness, but also on helping to improve wellbeing and quality of life.

position overview and purpose

Parkville Youth Justice Precinct is a youth custodial facility that accommodates young people. The primary health service is a nurse-led model, with 24/7 on-site nursing coverage. At Parkville, cohealth aims to deliver a quality, flexible, integrated, efficient service within the custodial environment to young people based on their health needs. This includes delivering primary health, allied health, dental and mental health services, and includes screening, assessing, triaging, and referring to secondary and tertiary health services based on clinical need. cohealth shares a vision for healthy children and young people in custody, supported by a health service responsive to their needs. cohealth's inclusive workplace culture enables staff to bring their whole selves to work, where uniqueness is valued, and people experience a feeling of belonging. Our aim is for everyone to thrive in their role.

The Nurse Unit Manager (NUM) provides operational and clinical leadership to ensure the delivery of high-quality, safe and person-centred health services. This role leads the nursing team, oversees daily operations, manages resources, and ensures effective coordination of care within the unit. The role is responsible for fostering a positive workplace culture, supporting staff capability, and ensuring alignment with organisational values, policies and clinical governance frameworks.

The NUM provides advanced nursing and clinical care coordination, ensuring high-quality trauma informed services within Parkville Youth Justice Precinct. The role includes comprehensive physical/mental assessments, development of person-centred healthcare plans, and establishing strong therapeutic relationships alliances that respect individual choice, experience and circumstance.

The NUM also provides clinical leadership, supervision and support to nursing, clinical and non-clinical staff, building team capability through coaching and quality improvement.

key accountabilities

clinical responsibilities	• Provide senior clinical leadership to ensure safe, high-quality nursing practices based on evidence and relevant legislation. • Provide sound nursing care practices based on evidence and supported by a comprehensive repertoire of clinical practices. • Oversee assessment, care planning, and clinical decision-making processes. • Ensure effective clinical risk management, including incident review and escalation. • Maintain accurate and timely clinical documentation in line with organisational standards. • Support delivery of therapeutic and health-promoting interventions.
leadership and collaborative practice	• Lead, coach and supervise nursing, clinical and non-clinical staff in achieving their goals and working toward best outcomes • Manage workforce planning, rostering, recruitment and performance development. • Facilitates team(s) success by setting the agenda for team(s), monitoring team(s) progress and processes, helping team(s) to reach consensus and make decisions and set action plans • Leading the team(s) through self-organising principles and coaching approaches – helping groups identify and solve problems by structuring discussions and intervening when necessary to improve the effectiveness of a team's process and outcomes • Construct performance development plans in conjunction with subordinates to set performance direction and identify training and development needs • Regularly monitor and assess the performance of staff to provide constructive feedback and identify development needs • Co-operation for continual improvement of team performance • Resolve or refer all grievances and complaints in line with cohealth's grievance and complaint handling procedures to minimise negative effects on employees and the organisation's operations
training and development	• Champion cohealth's preferred culture to meet cohealth's corporate objectives and to promote teamwork, employee development and empowerment in order to foster a culture of high performance and a workforce that demonstrates behaviours consistent with cohealth's corporate values • Develops team(s) capacity and capability to work to the top of their scope of practice and in self-organising ways, including peer coaching, peer conflict resolution, group problem solving, team performance monitoring and objective setting • Maintain knowledge, skills, qualifications, accreditations, and registrations through participation in professional development activities

	Participate in regular supervision meetings and an annual Individual Development Review process with the Operations Manager
culture and teamwork	Champion cohealth's culture to promote teamwork, employee development and empowerment in order to foster a culture of high performance and a workforce which demonstrates behaviours consistent with cohealth's values
quality and continuous improvement	- Contribute to the principles of continuous improvement as contained in cohealth's quality system and ensure compliance with cohealth policies/procedures - Contribute to the implementation and improvement of the quality systems within cohealth, in particular the Services Network, and ensure compliance with documented procedures and processes
health & safety compliance	- Provide and maintain a working environment that, as far as reasonably practicable, is safe and without risks to the health, safety and wellbeing of all (employees, contractors, volunteers) - Maintain awareness of and compliance with health and safety policies and procedures to maintain a safe working environment - Take corrective action to remedy safety hazards or risks and restore a safe working environment
others	- Undertake special projects or tasks as required - Perform all other duties as directed, within the limits of skills, competence, and training to maximise flexibility and effectiveness - This role requires regular shift work including after-hours and weekends

position requirements

- Registered Nurse with current registration with AHPRA (Victorian Nurses Board)
- Experience in operational and clinical leadership within a custodial/healthcare setting
- Demonstrated skills in workforce management, clinical governance and quality improvement
- Working with Children's Check (WWCC)
- Nationally Coordinated Criminal History Check (NCCHC)
- Victorian Driver's License
- Immunisation Category A to be produced for sighting upon request

key selection criteria

- Registered Nurse with current registration with AHPRA (Victorian Nurses Board)
- Relevant postgraduate qualifications in management or leadership (highly regarded).
- Demonstrated leadership capability within a clinical environment.
- Ability to manage competing priorities in a dynamic setting.
- Strong communication, interpersonal and stakeholder-engagement skills.
- Demonstrated approach and commitment to person-centred, trauma-informed and culturally safe care.
- Completion of training in the facilitation of supervision and/ or reflective practice
- Working knowledge of trauma-informed care frameworks
- Ability to work autonomously and as a part of a team and to work within limited time frames
- Understanding and experience working in a social determinants framework and in working with marginalised and disadvantaged communities.
- Demonstrated establishment and maintenance of key internal and external stakeholder relationships
- Demonstrated integrity and reliability, and fosters open communication skills
- Demonstrates ability to prioritise and organise
- Strong belief and personal alignment in cohealth Values and Mission

cohealth is a child safe and equal opportunity employer that offers generous salary packaging and opportunity to undertake professional training and development opportunities. Aboriginal and Torres Strait Islander people, and those who speak languages other than English are encouraged to apply.

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