

Role description

Position details

Title	Clinical Director BreastScreen		
Vacancy ref.	DD1908318956	Classification	L13-L17
Location/s	Toowoomba	Team/Facility	BreastScreen Toowoomba
Status	Permanent part time, 64 hours per fortnight		
Division	Allied Health		
Salary range	\$74.54 - \$83.87 per hour		
Reports to	This position reports operationally to Executive Director Allied Health This position reports professionally to Executive Director Medical Services		
Direct reports	This position has 6 direct reports		
Closing date	13 September 2019		
Contact details	Ms Annette Scott (07) 4616 5721 Annette.Scott@health.qld.gov.au		

Note: Applications remain current for a period up to 12 months after the closing date of the initial vacancy. Only applications from individual candidates will be accepted. Applications submitted by an Agency incurring a fee may not be considered.

Darling Downs Hospital and Health Service

The Darling Downs Hospital and Health Service (Darling Downs Health) is an independent statutory body, established under state legislation through the provisions of the *Hospitals and Health Boards Act 2011*, and is governed by the Darling Downs Hospital and Health Board.

We deliver clinical services to approximately 300,000 people from 29 facilities, including one large regional referral hospital, one extended inpatient mental health service, three medium sized regional hub hospitals, twelve rural hospitals, three multipurpose health services, three community outpatient clinics and six residential aged care facilities.

About the role

The Clinical Director provides professional and clinical leadership and, in collaboration with the Service Manager, strategic direction to the BreastScreen Queensland Toowoomba Service. The Clinical Director is the accountable officer for the delivery of high-quality health care to women attending the Service, within the framework of the National Accreditation Standards, Procedures and Protocols of BreastScreen Australia and BreastScreen Queensland including BreastScreen Assessment Clinic and performance of image-guided interventional procedures such as needle localisation and percutaneous needle biopsies.

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Key accountabilities

The key accountabilities of the role are:

- Follow defined service quality standards, work health and safety policies and procedures relating to the work being undertaken in order to ensure high quality, safe services and workplaces.
- Implement and monitor the organisation's quality standards, work health and safety policies, procedures and programs and provide clinical governance in the relevant work area.
- Provide leadership of the department and multidisciplinary team to improve care by being a role model, reviewing and developing care processes, monitoring emerging issues and leading change.
- Delivery of the provision of BreastScreen services to patients in accordance with the standards of the discipline and the ethics of the profession.
- Lead and manage the delivery of patient care in BreastScreen, including the management of complex clinical situations.
- Lead a clinical team in a multidisciplinary environment utilising the principles of contemporary human, material and financial resource management.
- Lead service planning and delivery across the care continuum and achieve against service performance and relevant standards.
- Develop and grow an external profile for the BreastScreen by actively facilitating research in the department and by participating in clinical networks, special societies and education committees.
- Work collaboratively with health care teams across the care continuum.
- Liaise and collaborate with other members of the multidisciplinary team to ensure effective team functioning, positive patient outcomes and the achievement of departmental objectives.
- Role model desired standards of behaviour, promoting a positive attitude, enthusiasm, respect and support of other staff, effective communication and ethical decision making.
- Utilise high level interpersonal and leadership skills to provide direction to staff within a changing and innovative work environment.
- Operationalise strategies that promote and support, education, learning, research and workforce development.
- Facilitate a learning environment by sharing knowledge and expertise, participating in teaching and research activities and supporting the development of colleagues.
- Participate in the continuing professional development of self and others, including annual performance appraisal.
- Integrate key objectives from the strategic plan into service delivery.
- Actively participate in a working environment supporting quality human resource management practices including employment equity, anti-discrimination, workplace health and safety and ethical behaviour.
- Develop and implement the practice of continuous quality improvement and total quality management to achieve quality and safety outcomes in patient care at all levels of clinical and administrative practice, including participation in clinical audits, clinical meetings and clinical incident management resolution.

Recruit for fit

Organisational fit

Darling Downs Health recognises that organisational success is driven by excellence in leadership and optimising our workforce through the development of our capability to ensure we have the right people in the right place with the right skills.

Our employees are expected to embrace, exhibit and model behaviours that reflect our values and develop an

organisational culture which enables us to meet our current and future strategic objectives. Our values guide how we work and they support us to achieve our vision of *Caring for our communities - healthier together*.

Our Values



COMPASSION

We engage with others and demonstrate empathy, care, kindness, support and understanding.



INTEGRITY

We are open, honest, approachable, equitable and consistent in everything we do.



DIGNITY

We treat others with respect, display reasonableness and take pride in what we do.



INNOVATION

We strive to know more, learn more and do better.



COURAGE

We respectfully question for clarity, have the strength to act and embrace change for the better.

Role fit

The essential capabilities, knowledge and experience for this role are:

- Ability to lead the BreastScreen multi-disciplinary team in achieving and maintaining National Accreditation Standards for cancer detection, timeliness, and other quality assurance indicators.
- Ability to provide clinical expertise in breast examination, percutaneous breast biopsy, counselling, referral and breast imaging interpretation.
- High level clinical and managerial expertise in addition to comprehensive contemporary knowledge of the provision of patient care in BreastScreen Queensland.
- Proven expertise in human, material and financial resource management.
- Ability to lead and manage the delivery of efficient and effective breast screening and assessment services, including post breast cancer diagnosis support for clients of the Service.
- Ability to manage complex clinical situations, ideally within a tertiary level teaching facility.
- Well-developed interpersonal, written and oral communication skills, including the ability to effectively use problem solving, change management and conflict resolution frameworks.
- Ability to build and maintain effective relationships with internal and external stakeholders including colleagues, patients and their carers.
- Ability to facilitate a learning environment by sharing knowledge and expertise, participating in teaching and research activities.
- Ability to demonstrate ongoing professional development of self and others.
- Ability to operationalise strategies that promote and support, education, learning, research and workforce development.
- Evidence of the implementation of quality improvement and risk management initiatives to improve compliance, patient safety and practice.

Mandatory Requirements:

Vaccination Preventable Diseases (VPD)

It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment: Measles, Mumps, Rubella, Varicella (chicken pox), Pertussis (whooping cough), and Hepatitis B.

Qualifications:

Appointment to this position requires proof of qualification. Certified copies of the required information must be provided to the selection panel at interview.

- Possession of a medical degree (MBBS or equivalent) from a registered tertiary institution.
- Possession of, or progression towards obtaining, the Fellowship of the Australasian Society of Breast Physicians (FASBP) and/or the Fellowship of the Royal Australasian College of Medical Administrators (FRACMA) is highly desirable.
- Mammography screen image reading is highly desirable, following appropriate training.

Registration/Membership:

Appointment to this position requires proof of registration or membership with the appropriate registration authority or association. Certified copies of the required information must be provided to the selection panel at interview.

- Current registration (or be eligible for registration) with the Australian Health Practitioner Regulation Agency.

Credentialing – Scope of Clinical Practice

This position requires candidates to be eligible for Scope of Clinical Practice (SoCP) and agree to undertake to maintain currency of SoCP during the contract of employment.

Medicare - Public Hospital

This position requires candidates to be eligible for holding a Medicare Benefits provider number for a public hospital.

Employment screening

Appointments are subject to the following employment screening checks.

Citizenship/Visa check

The successful candidate for this position will be the subject of a check to confirm they satisfy citizenship or visa requirements and are eligible for appointment to work in Australia.

General Criminal History check

The successful candidate for this position is required to obtain and maintain a general criminal history check.

Health Professional Registration check

Candidates will be requested to disclose their professional registration history.

Internet Search

The successful candidate for this position will be the subject of an internet search to identify any information about the candidate that may impact on their ability to undertake the role.

Proof of Identity

This position requires the candidate to provide proof of identity.

Serious discipline history check

Candidates who are or were public service employees will be requested to disclose serious disciplinary history.

How you will be assessed

You will be assessed on your ability to demonstrate:

- your values, personal qualities and aptitude - **Organisational fit**
- key responsibilities, skills, capabilities, knowledge and experience - **Role fit**

How to apply

Please read this role description in conjunction with the *Candidate application guide* that is provided. The guide will provide you with additional information to assist you with the preparation of your application, including detailed information relating to pre-employment requirements.

Please provide the following information to the panel to assess your suitability:

- Your current CV or resume, including the names and contact details of two referees.
- **A short statement** (*maximum 2 pages*) on how your experience, abilities, knowledge and personal qualities are relevant for the role, taking into account the key accountabilities, organisational fit and role fit.

Respect in the workplace

Darling Downs Health values and respects diversity in the workplace and believes that all of its employees should be treated fairly and with dignity and respect. All employees of Darling Downs Health must show respect for each other, visitors, the general public and contractors by treating them fairly and objectively, ensuring freedom from discrimination, sexual harassment, racial or religious vilification, victimisation and bullying. Darling Downs Health is an equal opportunity employer.



Darling Downs Health is committed to a safe, secure and supportive workplace.

Further information

Darling Downs Health - Structure of Services

- https://www.health.qld.gov.au/__data/assets/pdf_file/0027/426564/org-structure.pdf

Further information relating to Darling Downs Health can be found at the following web address

- <http://www.health.qld.gov.au/darlingdowns>

Document Control

Author	Medical Workforce Coordinator SMO
Delegate	Executive Director Allied Health
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