Position Description

Position Title:	Allied Health Interprofessional Lead Educator
Classification & Salary Range:	Grade 4
Agreement Name:	Allied Health Professionals (Victorian Public Health Sector) Single Enterprise Agreement 2021-2026
Position Reports to:	Operational & Professional: Associate Director, Allied Health Education
Last updated:	22nd September 2026

Position purpose

The Allied Health Interprofessional Lead Educator is responsible for the strategic oversight of key allied health interprofessional education initiatives, including leading on the development, implementation and evaluation of projects that strengthen clinical learning and foster interprofessional collaborative practice across Eastern Health. The role provides educational leadership and expertise to support organisational learning priorities, working in partnership with the Eastern Health Institute, Allied Health Directorate and clinical programs. It also provides professional supervision and line management to relevant education staff, ensuring effective coordination of education activities and workforce development.

Major duties and/or responsibilities

Lead the design, development, implementation and evaluation of interprofessional education initiatives aligned with organisational and workforce development priorities.

- Provide strategic educational leadership to strengthen clinician capability and promote evidence-based interprofessional collaborative practice across Eastern Health.
- Collaborate with the Associate Director of Allied Health Education, Eastern Health Institute, Allied Health Directorate and clinical stakeholders to identify learning needs and educational priorities.
- Develop and deliver interprofessional learning opportunities that enhance clinical learning, workforce capability and patient-centred care that are aligned with organisational and workforce development priorities. This includes providing expert advice and consultation on interprofessional education, learning design and educational best practice.
- Monitor and evaluate the effectiveness of education programs and use findings to inform continuous improvement.
- Foster a culture of clinical learning and collaboration across allied health and multidisciplinary teams.
- Provide line management, professional supervision and support to relevant allied health education staff.

- Build and maintain effective partnerships with internal stakeholders to support organisational learning objectives.

For further detail relating to major duties/responsibilities, please see attachment one.

Key Selection Criteria

Essential selection criteria:

- Extensive clinical experience as required to effectively fulfil the role requirements
- Experience in education roles in health care and/or University sector
- Previous project management and/or quality improvement experience
- Proven organisational, strategic and planning skills
- A commitment to maintaining up-to-date, evidence-based clinical knowledge through research, professional development and tertiary links
- Demonstrated use of education skills, methods and e-learning technologies to develop and deliver interprofessional education
- Advanced interpersonal skills, including oral and written communication, leadership and conflict management, to facilitate effective team functioning
- Knowledge of relevant legislation, policy directions, strategic documents, service issues and funding models.
- Demonstrated ability to develop and successfully implement creative solutions to complex systemic and organisational problems.
- Current driver's licence.

Qualifications

- Recognised tertiary qualification in an Allied Health profession and current registration with AHPRA, or eligibility for membership to relevant self-regulating professional body.
- Post Graduate qualification within profession, education or equivalent

Eastern Health's promise

Our promise to our communities, patients, consumers and staff is that we will be HEALTHIER TOGETHER. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future.

Read more about Eastern Health's strategic goals here.

Our commitment to Diversity, Equity & Inclusion

Eastern Health is committed to creating a diverse and inclusive environment that welcomes and values all people. We recognise that diversity is essential in ensuring Eastern Health provides the best service to its consumers.

Aboriginal and/or Torres Strait Islander peoples, people from the LGBTIQA+ community, people living with disability and those from a culturally and linguistically diverse background, are strongly encouraged to apply.

For more information, please click here.

Aboriginal and Torres Strait Islander Candidates

Eastern Health's First Nations Employment Plan 2026 – 2028 was released in July 2026. With a strong focus on cultural safety and belonging, actions included in the Employment Plan provide practical supports for all Aboriginal and Torres Strait Islander people.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways.

For support, please contact our Aboriginal Employment Coordinator,
Aboriginal.Workforce@easternhealth.org.au

Important Information

All new and existing employees are committed to the following in order to uphold Eastern Health's Promise and Values

- To uphold confidentiality as per the Privacy Act 2000 and the Health Records Act 2001
- To comply with Eastern Health code of conduct and Policy and Procedures
- To comply with Eastern Health performance standards and industry professional standards
- Participate in continuous monitoring an improvement
- Comply with legislation and accreditation standards
- Ensure service and care is consistent with the Eastern Health approach to patient and family centred care
- Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity. More information here

Occupational Health and Safety, Quality and Improvement

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, particularly those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensations (WIRC) Act 2013.

Eastern Health employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Participating in and actively contributing to quality improvement programs

- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

For more information about Quality and Safety please click here or for Staff Wellbeing please click here.

Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity. **Child Safety | Eastern Health**

Final note

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.

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Vaccination against infectious disease is a mandatory requirement of this role. An offer of employment is conditional on you providing evidence that you are currently vaccinated against COVID-19, prior to commencing employment.

Application Support

If you require supports or adjustments with submitting your application or throughout the recruitment process, you are welcome to contact the hiring manager or the Talent Acquisition Team on (03) 9955 7555 option 1 (for current employees please select option 2).

Candidate statement:

I _____ have read, understood and accepted the above Position Description and associated Attachments.

Signed: _____ Date: _____

Role specific Attachments

- *Attachment 1: Major duties and responsibilities*

Attachment 1: MAJOR DUTIES AND/OR RESPONSIBILITIES

Technical & Clinical Skills

Possesses and consistently applies specialist current clinical and education knowledge and skills and applies this to lead and develop individuals and teams in education and clinical practice.

Indicators

- Demonstrates strategic leadership and expertise through knowledge of research, new developments and evidence-based practice in clinical education and both demonstrate and supports others in developing this knowledge across the service.
- Demonstrates strategic leadership and clinical expertise with a consulting role to both internal and external stakeholders.
- Provides oversight, initiates and promotes innovative education design, development, delivery and evaluation of education programs and resources including appropriate use of e-learning, simulation, point of care and instructional methods of education.
- Demonstrates the ability to align education initiatives to current accreditation requirements of the National Safety and Quality Health Service (NSQHS) Standards v2 and Aged Care Quality Standards.
- Utilises contemporary digital technologies to develop and deliver high quality and engaging education and resources.
- Understands Eastern Health policies and legislative requirements which impact on wider clinical issues and practices.
- Acts as a role model for staff in promoting professional values and ethics in clinical practice.
- Facilitates and supports change management in a positive and supportive environment.
- Provides and role models education and training opportunities that are;
    - Timely
    - Aligned to ensure clinical outcomes and organisational strategic intent
    - Flexible, engaging and multimodal
    - Innovative, inclusive and adaptive to learner needs
    - Grounded in evidence-based research and best practice principles
    - Aligned to adult learning principles and education theory
    - Sustainable and demonstrate appropriate use of resources and technologies

Communication

Demonstrates and role models excellent interpersonal and communication skills, alongside the ability to negotiate and consult widely at all levels.

Indicators

- Demonstrates advanced verbal and written communication skills in all professional domains of practice.

- Demonstrates the capacity to lead and liaise with internal and external peers, stakeholders and across various professions and work groups.
- Demonstrates proven ability to negotiate conflict resolution.
- Positively leads and contributes to Allied Health education representation at internal and external stakeholder meetings.
- Leads effective communication and relationships with allied health, Eastern Health Institute and across the organisation.
- Role models respectful, curious communication that fosters professional and interprofessional collaboration.
- Manages complaints in a timely and effective manner, including liaison and work with seniors and managers to reflect upon complaints and implement changes in practice where necessary.

Organisational Skills

Provides leadership and innovation in organisational and time management skills.

Indicators

- **Demonstrates advanced personal leadership skills including prioritisation, time management and ability to work autonomously.**
- **Demonstrates advanced ability to synthesise data and develop comprehensive reports at the direction of Eastern Health Institute.**
- **Demonstrates ability to organise staffing, programs and special projects.**
- **Demonstrates and applies human resources policies in management of staff.**
- **Leads recruitment, staff orientation and mandatory training as required.**
- **Leads program specific key performance indicators.**

Organisational Knowledge/Development

Possesses a sophisticated understanding of the factors affecting healthcare and applies this knowledge to drive and lead activities and projects which deliver improved services and health outcomes at a campus and Eastern Health level.

Indicators

- Demonstrates a capacity to lead and facilitate the strategic direction of Eastern Health, reflecting a clear understanding of the key issues within the public health system.
- Leads and demonstrates accountability in the development and monitoring of education programs and projects aligned to the Eastern Health Institute Directorate and Allied Health plan.
- Identifies clinical risk and is able to drive the implementation of education strategies to support best clinical practice.
- Actively drives preparation for and achievement of Accreditation Standards.
- Identifies, leads and supports staff to implement quality initiatives, leads team, program, campus multidisciplinary, department and Eastern Health quality activities.

- Fosters leadership in other staff by facilitating their participation in education activities and other initiatives as an active participant in succession planning.
- Contributes to the development and review of Eastern Health Institute policies and procedures and encourages participation of other staff in this process.
- Applies Eastern Health policies and clinical procedures/guidelines in practice and instill the same principles in others.
- Demonstrates an understanding of financial policies

Professional Development and Supervision

Demonstrates the capacity to apply and integrate knowledge from higher level studies into the development and implementation of practice and program initiatives.

Indicators

- Leads and integrates strategic direction with knowledge of gap analysis to plan and implement relevant internal and external professional development activities.
- Acts as a role model in demonstrating a strong commitment to professional development across the department / program, to ensure currency of integrated clinical knowledge.
- Demonstrates extensive experience in providing clinical supervision, provision of feedback, and support of learners in the clinical setting.
- Undertakes and ensures the participation of others in a formal supervision process, including annual performance appraisals and a framework for regular structured supervision/mentoring sessions for staff.
- Liaises and seeks supervision from line manager with respect to both department/program strategic direction.
- Liaises and seeks supervision from line manager with respect to own performance management/expectations.
- Provides professional oversight through line management and professional supervision to allied health staff within the education team where relevant. This includes delegating and coordinating education related requests and activities, overseeing day-to-day procedures and practices, and providing support to complete Eastern Health mandatory training, as well as other professional development consistent with their development needs, goals and plans, in collaboration with the associate director of allied health education.

Teaching and Research

Takes leadership in initiating the support of other staff in teaching, training and research programs.

Indicators

- Demonstrates and initiates, implements and evaluates research and quality projects, seeking opportunities to present/publish activity, and develops and encourages other staff to do so.
- Promotes and encourages an organisational commitment to research and significant quality activities.
- Demonstrates leadership in the practice of teaching and training in the clinical setting.

- Promotes a culture of continuous improvement by evaluating education programs and ensuring relevance to great patient care using data driven approaches to monitor participation and learning outcomes.
- Drives and supports collaborative links with teaching organisations, health services and professional bodies to facilitate and promote learning opportunities for allied health clinicians.
- Identify potential for research/quality improvement projects through gap analysis, reflection on evidence-based practice, and benchmarking.
- Develop strong links with EH research leaders to develop research skills and interest in staff members.
- Facilitates education and promotes a culture of evidence-based practice and ongoing professional development within allied health.

Professional Leadership

Demonstrates strong leadership abilities by representation of a campus department or program as well as representation of Eastern Health.

Indicators

- Demonstrates a strong leadership role in clinical education.
- Demonstrate leadership in staff meetings via identification of relevant issues providing a forum for open communication.
- Displays strong leadership for allied health through involvement in working parties, committees and internal/external forums.
- Initiates and promotes innovative service delivery.
- Initiates and leads working parties at an Eastern Health level.
- Recognizes and facilitates the process of change within the department/program.
- Acts as a role model for staff within the Eastern Health allied health professions and Eastern Health Institute.
- Develops strong links with the key stakeholders to ensure streamlined service delivery.

TRAINING AND DEVELOPMENT

Relevant, practical and timely education should direct, facilitate, enhance and support the professional growth and practice of employees in a health environment characterised by change. All programs should endeavour to promote evidence-based practice, a problem-solving approach and to be competency based. You are expected to participate in the personal development process on an annual basis.