

Position Description

Position Title	LMICS Clinical Director (job shared with current GP Clinical Director)
Position Number	30005917
Division	Clinical Operations
Department	Cancer Services / Loddon Mallee Integrated Cancer Services
Enterprise Agreement	Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022-2026
Classification Description	At the appropriate classification rate commensurate with level of experience in accordance with the relevant Enterprise Agreement
Classification Code	HN16 – HN56
Reports to	LMICS Chair & Manager
Management Level	Tier 2 - Director Operations Managers
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	• National Police Record Check • Registration with Professional Regulatory Body or relevant Professional Association • Drivers Licence • Immunisation Requirements

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

Our organisation is a child safe organisation, committed to the safety and wellbeing of all children and young people. All Aboriginal and Torres Strait Islander adults, children and families will be supported to express and be proud of their culture in an environment that is culturally safe and supported.

Our Vision

Excellent Care. Every Person. Every Time.

Our Values

CARING – We care for our community,

PASSIONATE – We are passionate about doing our best,

TRUSTWORTHY - We are open, honest and respectful

The Position

This role is part-time and currently shared by a Medical Oncologist and a GP. This position is for a registered medical specialist with experience in regional cancer services.

The Clinical Directors works closely with the LMICS Manager and the Governance Group to provide clinical leadership on cancer related issues across the Loddon Mallee Region and contribute to cancer service and practice reforms by:

- Strategically focusing on achieving cancer system level improvements by influencing, advocating and engaging with clinical peers across the region
- Remaining fully cognisant of, actively participating in and contributing to, clinical initiatives in cancer reform being undertaken at a Local, State and National level
- Identifying and accessing peers who are leaders in their field to influence and inform LMICS led clinical best practice initiatives

It is expected that the Clinical Director (CD) will:

- Proactively develop and maintain cooperative and supportive relationships with co-Clinical Director, LMICS manager, VICS peers and other related colleagues/networks across the region and State
- Identify potential conflicts of interest and manage these acting in an open and ethical manner
- Demonstrate equal and bipartisan engagement with private and public sector service providers within the Loddon Mallee region
- Be guided by contemporary evidence-based practice in cancer care
- Provide system level clinical leadership for LMICS cancer service improvements

The Chair of the LMICS Governance Group is responsible for the annual performance appraisal of the Clinical Director. On a day-to-day basis the role reports to the LMICS Manager.

Responsibilities and Accountabilities

Key Responsibilities (in collaboration with both in the Clinical Director roles)

- Work closely with Co- Clinical Director, LMICS Manager, Chair and Governance Group to provide clinical leadership on cancer related issues across the region
- Attend LMICS Governance Group meetings as a non-voting member to provide clinical advice on the implementation of the local and state-wide ICS program
- Work with the Cancer unit, DH and VICS to create a state-wide VICS implementation plan
- Work with the LMICS Governance Group and LMICS Manager to create a local action plan aligned with the state-wide implementation plan
- Focus on achieving cancer system level improvements by influencing, advocating and engaging with clinical peers across the Loddon Mallee region
- Via attendance at regular VICS Clinical Director and Manager meetings and periodic workshops, identify, consult and work with other metropolitan and regional ICS, non-government organisations, community and primary care services in developing partnerships for progressing VICS priority initiatives
- Meet on a frequent basis with the LMICS Program Manager and other team members to discuss clinical aspects of service improvements and program implementation (strategies, progress, issues, risks and mitigation/ resolution strategies)

- When requested, represent LMICS at meetings convened by the Cancer unit, DH
- Attend relevant health service meetings to consult with and/ or advocate for the LMICS program
- Maintain awareness of advances in the sector including health/ cancer policy
- In conjunction with LMICS Manager, develop mechanisms to regularly identify, respond to and review regional and rural cancer service priorities

Key Selection Criteria

Essential

1. Strategic and clinical leadership skills with a commitment to working collaboratively with stakeholders to achieve LMICS mission and strategic objectives
2. Significant understanding of best practice in cancer care and a demonstrated commitment to evidence based care
3. Extensive understanding of the challenges of cancer service delivery across the Loddon Mallee region and evidence of a willingness and ability to implement creative, innovative and flexible approaches to improving system and services to address these challenges
4. Demonstrated capacity to develop and maintain cooperative and supportive relationships while preserving high standards of ethical behaviour and integrity
5. Evidence of experience in or adopting a strategic, whole of system approach to effectively influence and undertake clinical/ system change and service improvement
6. Strong ability to analyse data and information, identify risk, opportunities and issues for the organisation and ability to respond accordingly to address these2.

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.

- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.