

## SCV Fellowships

Clinicians are at the intersect between understanding how to provide individual patient care and the management of an organisation or system that looks to deliver care to a population. Due to these dual experiences, supporting clinicians to lead the charge for change across our health system is essential to successful and continuous improvement in care for Victorians.

Safer Care Victoria (SCV) Fellows will participate in a tailored learning program to support their development and the delivery of their project. The program will run over a period of 12 months and include skills acquisition in improvement science and project management. The program will also provide leadership development opportunities through exposure to health system leaders.

We are seeking to appoint 8 SCV Fellows who will deliver a system-wide, priority project. The fellowship program will commence on the Monday 22 May 2023 and run for 12 months from this date.

### **Are you**

- A mid-career clinician who is passionate about making a difference for Victorians?
- A dynamic and collaborative person?
- Skilled at engaging clinicians in change activities?

<b>Title</b>	SCV Fellowship
<b>Branch/area/region Division</b>	Safer Care Victoria
<b>Work location</b>	Working From Home <i>and</i> 50 Lonsdale Street, Melbourne
<b>Employment type</b>	Secondment from a Victorian Public Health Service
<b>Salary range</b>	Matched to salary of applicant capped at VPS 5 salary range of \$105,479 - \$127,621 plus superannuation
<b>Position reports to</b>	To be confirmed.
<b>Further information</b>	The fellowship program will commence on the Monday 22 May 2023 and run for 12 months from this date. For general information about the fellowship program, please review the FAQ document. If you cannot find an answer to your query here, please email <a href="mailto:fellowsprogram@safecare.vic.gov.au">fellowsprogram@safecare.vic.gov.au</a> for assistance.
<b>Closing date</b>	<b>Midnight Sunday 19 March 2023</b>

## ORGANISATIONAL ENVIRONMENT

Our aim is to ensure outstanding healthcare for all Victorians. Always. Safer Care Victoria will work to enable all health services to deliver safe, high quality care and experiences for patients, carers and staff.

- We challenge the norm.
- We accept nothing less than excellence.
- We tell it like it is.
- We are one team.
- We bring our whole selves.

### Agency

Safer Care Victoria was established in January 2017 to ensure our health services are providing safe, high-quality care to patients: every time, everywhere. As well as monitoring the standards of care provided, Safer Care Victoria is partnering with patients, clinicians and health service managers to support the continuous improvement of health care.

## PURPOSE AND ACCOUNTABILITY

### Purpose

The purpose of this program is:




- to deliver a systemwide improvement project
- a step change in an individual clinician's leadership journey
- to improve the Fellows understanding of change management, quality improvement and project management
- to develop and improve capability in adverse event reviews, human factors and systems safety

- increase the availability of suitably experienced experts to participate in patient safety reviews in which SCV participates.


## SELECTION CRITERIA

### Capabilities, skills and knowledge

#### Operating at value range 1:

Capabilities			
Capability group/sets	Capability name	Behavioural indicators	Level
 <p>Thinking</p>	1.1 Planning and prioritising	Ensures business plan goals are clear and appropriate including contingency provisions	Highly advanced
	1.2 Problem solving & decision making	Undertake objective, critical analysis to draw accurate conclusions that recognise and manage contextual issues	Highly advanced
 <p>Relating &amp; Interacting</p>	2.1 Influencing and negotiating	Engage in a range of approaches to generate solutions, seeking expert inputs and advice to inform negotiating strategy	Expert
	2.2 Working collaboratively	Uses a deep reflective process to better influence relationships	Highly advanced
		Supports cross-collaboration and identifies other areas of SCV that can contribute to the success of the branch or wider organisation	Highly advanced
	2.3 Effective communication	Makes knowledge sharing a key priority of working collaboratively and productively	Highly advanced
Communicates in a candid, balanced manner		Expert	
2.4 Emotional intelligence	Actively listens, and identify ways to ensure all have an opportunity to contribute	Highly advanced	
	Takes full accountability of own feelings and emotions, and their impact on project decisions and organisational culture	Expert	
 <p>Leadership</p>	3.1 Visionary and inspiring	Creates a positive work environment for others by gauging what makes others feel valued and engaged at work	Highly advanced
		Drives the Strategic and Corporate direction of SCV, translating it down to the unit/branch level	Highly advanced
		Shares personal leadership experiences and perspectives	Highly advanced

3.2 Develops others	Creates opportunities to stretch the overall team's capabilities	Highly advanced
	Monitor's progress of team's development, ensuring capability uplift	Highly advanced



### Professional capabilities

Generic skill	Progress level descriptor	Level
4.1 Written Communication	Writes fluently and persuasively in plain English and in a range of styles and formats	Highly advanced
4.2 Presentation Skills	Translates technical and complex information clearly and concisely for diverse audiences	Highly advanced
4.3 Project Management	Understands all components of the project management process	Highly advanced
	Establishes performance outcomes and measures for key project goals, and define monitoring, reporting and communication requirements	Highly advanced
	Monitors the completion of project milestones against goals and takes necessary action	Highly advanced
4.4 Contract management	Applies legal, policy and organisational guidelines and relating to procurement and contract management	Highly advanced

## Qualifications

- A tertiary qualification in fields related to Medicine, Nursing, Midwifery, Paramedicine, Pharmacy or Allied Health would be desirable.
- Successful applicants are required to have employment with a Victorian public health service (or equivalent public agency for paramedicine) to which they expect to return upon completing the Program.
- Fellows will make their own arrangements with employers to facilitate their participation (for example, secondment, leave of absence).

## Specialist expertise

- Demonstrated knowledge of the Victorian health care system and experience working with the health sector. Understand constraints and opportunities in health service context including differences between metro and rural and regional services.
- Demonstrated knowledge of quality improvement and associated methodologies is desirable.

## SAFETY SCREENING

All competitive applicants are subject to a satisfactory National Police History Check as part of the recruitment assessment process.

Applicants who have lived overseas for 12 months or longer during the past 10 years are required to provide the results of an international police check. Applicants should contact the relevant overseas police force to obtain this and submit as part of their application. Details of overseas police agencies are available on the Department of Immigration and Border Protection website ([www.immi.gov.au](http://www.immi.gov.au)) and search under 'Character and Police Certificate Requirements – How do I obtain a police certificate?'.

### **Mandatory vaccination policy:**

The Department of Health is committed to providing and maintaining a working environment which is safe and without risk to the health of its workers and clients. As it is an essential element of any role within the department that employees be able to attend work onsite and to do so safely, employees are required to be fully vaccinated against COVID-19 as a condition of their employment. This requirement applies unless they have a medical condition which means they cannot be vaccinated against COVID -19. Therefore, the department will ask any prospective employee, who has been identified as the preferred candidate for a role within the department, to provide proof of their COVID-19 vaccination status prior to any offer of employment being made. If a prospective employee has a relevant medical condition which means they cannot be vaccinated against COVID-19, they should contact the department to discuss their individual circumstances.

## CONDITIONS AND BENEFITS

People who work for SCV must comply with the *Code of Conduct for Victorian Public Sector Employees 2007* and agree to work according to our values of quality, collaborative relationships, responsibility, client focus, professional integrity and respect.

SCV promotes diversity and equal opportunity in employment. If you are an Aboriginal or Torres Strait Islander applicant, or if you have a disability, and require advice and support with the recruitment process, please contact our Diversity Unit on [DiversityInclusion@dhhs.vic.gov.au](mailto:DiversityInclusion@dhhs.vic.gov.au).

## HOW AND WHERE TO APPLY

Please submit the following documents:

- a short cover letter.
- an up-to-date CV of no more than three pages.
- one page that answers the following questions:
  - where will you be in five years' time in your career and how will this opportunity help you achieve this goal?
  - what unique elements will you bring to the Fellow's cohort in 2023?
- A letter from your direct line manager supporting your Fellowship application. This letter should confirm your online attendance if shortlisted at an assessment day on 4 April 2023 and, if successful, that you can start on Monday 22 May 2023.

Please submit your application electronically to [Fellowsprogram@safecare.vic.gov.au](mailto:Fellowsprogram@safecare.vic.gov.au) with the subject line SCV Fellowship Application.

Applications close: **midnight Sunday 19 March 2023.**

Shortlisted applicants must be available to attend an assessment day to be held online on **Tuesday 4 April.** Further shortlisting will occur after this, with a second round of interviews to be held the following week.

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