

Role Description

State Clinical Director, BreastScreen Queensland

Job ad reference:

Location*:	Herston, Brisbane	Unit/Department:	Cancer Care Services Royal Brisbane and Women's Hospital
Status:	Permanent part-time	Classification:	L18-L24 or L25 (dependent upon qualifications and experience)
Salary Range:	\$372,322 to \$386,591 per annum (L24-L25), or from \$326,448 to \$364,489 per annum (L18-L23) full time equivalent. (plus superannuation and leave loading benefits)	Closing Date:	Sunday, 31 August 2025
Contact name:	Sarah Buckler	Contact number:	+61 (0)429 486 740
Online applications:	www.smartjobs.qld.gov.au		

* Please note: there may be a requirement to work at other facilities located across Metro North Health and other Hospital and Health Services.

**Future recurring vacancies may also be filled through this recruitment process at any location across Metro North Health.

***Applications from third parties will not be accepted

Benefits of Working for Us

- Excellent clinical exposure
- Generous leave entitlements
- Salary Packaging
- Employee Assistance Program
- Clinical research opportunities via UQ and Queensland Institute of Medical Research
- Easy access to transport with the RBWH bus station, Bowen Hills train station and the RBWH cycle centre
- Facilities include an education centre, doctors' common room, library, multiple food and retail outlets, childcare

BreastScreen Queensland Expanded Service Delivery Model Description

The BreastScreen Queensland (BSQ) Program is governed nationally through the BreastScreen Australia Program and Commonwealth Department of Health with the purpose to reduce the impact of breast cancer in Queensland women through early detection.

The BSQ Expanded Service Delivery Model is a statewide support function that is funded by the Department of Health and hosted by Metro North Health. Metro North Health provides state-wide clinical leads and state-wide coordination of the Model to build, maintain and grow clinical workforce capacity and capability and support the delivery of high-quality breast cancer screening and assessment services for women across Queensland. The long-term goal of the BSQ Expanded Service Delivery Model is to have an available, capable, and responsive health workforce to sustainably deliver safe high quality breast cancer screening and assessment services throughout Queensland.

The Model includes statewide clinical lead roles in radiology, medical, radiography, sonography, and nursing which support BSQ screening and assessment services delivered and managed by 11 Hospital and Health Services across Queensland.

About the Role

Purpose of the role

- To provide professional and strategic clinical leadership and expert advice to the BSQ program. This includes but not limited to new and emerging models of care, innovations, screening technologies and alternative screening strategies that improve the way frontline services are delivered across the state.
- To provide clinical oversight and operational management of statewide support functions, including the BSQ Statewide Coordinated Reading Model (SCRM) and BSQ Expanded Service Delivery Mode (ESDM).

Context and Delegations

- This role reports directly to the Executive Director, Cancer Care Services, Royal Brisbane and Women's Hospital.
- This role has a professional reporting line to the Chief Medical Officer and Director of Medical Services, Royal Brisbane and Women's Hospital.
- The State Clinical Director works closely with the Queensland Public Health and Scientific Services Division including the BSQ State Coordination Unit and Executive Director, Strategy and Coordination Branch, the BSQ State Radiologist and other statewide clinical lead roles under the BSQ Expanded Service Delivery Model, and service delivery partners including individual BSQ services and Hospital and Health Services.
- The role will be required to work at and travel to other BSQ services across the state.
- The position has a minimum of 7 direct reports.
- The position will hold a HR delegation in line with a financial delegation.
- The position has dedicated part-time administration support.

Key Accountabilities

This successful applicant will carry out the following key accountabilities in accordance with the Metro North Health's values:

- Provide clinical management of screen readers and the multidisciplinary workforce within the ESDM to ensure a strategic approach to clinical training and development and quality of statewide support service provision.
- Act as a clinical resource and a champion of innovation, leading by example through the areas of clinical excellence, reform, change management and promoting high standards and practices of client-centred care.
- Lead or contribute to the strategic and operational planning for BSQ, including the development, implementation, monitoring and evaluation of policies, processes, audits and quality improvement activities in accordance with national accreditation standards, to drive achievement of targeted outcomes and performance KPIs.
- Lead complementary approaches to workforce models and scope of practice, working across professional disciplines to build, retain, grow and guide implementation support for the clinical workforce.
- Develop, review and edit responses to Departmental matters, as requested, to ensure clinical information is relevant, factual, accurate and succinct and the Queensland and BSQ program policy position is properly represented.
- Act as an authorised Senior Medical Officer, in the management and monitoring of patient complaints, clinical incidents and medico-legal matters at the program level, identifying significant risk and progressing risk mitigation strategies through program governance arrangements.
- Collaborate in national program initiatives, forums and working groups, including participating and leading relevant statewide groups and meetings.
- Provide clear and effective communication to public and clinical stakeholders, fostering positive working relationships between the Department of Health and key stakeholders, including Hospital and Health Services and local frontline BSQ services.
- Maintain sound current knowledge of research and national and international approaches to breast cancer care.
- Explore opportunities to collaboration with key agencies/organisations in quality initiatives, research and clinical trials to advance development of evidence and enhance practice in population-based screening and assessment service delivery.
- Behave in a manner that is consistent with the core values of Queensland Health and contribute to the development of a high performing and values-driven culture throughout the BSQ program.
- Comply with legislation and utilise procedures, policies, regulation, and standards which impact upon the position, including supervisory and management practices are in line with contemporary human resource management requirements and practices, such as workplace health and safety, equality employment opportunity and anti-discrimination policies.

About Metro North Health

Delivering outstanding health services is just one of the ways that we care for our community. Our passion for people is reflected in the way we do our work and live our values every day. We value and nurture our team members so they can provide quality value-based care to our patients across our diverse organisation. Our focus on Value Based Healthcare means we expect our staff to deliver the care the patient needs, no more and no less, to achieve the best quality of life for our community. This passion fuels our collaborative culture of innovation and research.

We embrace the diversity of local and greater communities as we provide services to people throughout Queensland, northern New South Wales and the Northern Territory, in all major health specialities including medicine, surgery, mental health, cancer care, trauma, women's and newborn care, and more than 30 sub-specialities. Metro North Health services include rural, regional and tertiary hospitals, and community and oral health services.

Our diverse Health Service provides a wide variety of rewarding career paths across our tertiary/quaternary referral hospitals, secondary hospitals, community health centres, residential and extended care facilities and regional community hospitals. We expect our staff and volunteers to translate our values into action through providing high quality connected care that is relevant, efficient and respectful of our patients' needs and wishes. Our people are passionate about our community and patients, with a focus on putting people first. Come and work where people are at the centre of everything we do and your contribution is truly valued.



Health Equity and Racism

Metro North Health has set out its actions and agreed key performance measures to improve Aboriginal and Torres Strait Islander people's health and wellbeing outcomes.

Racism is a key structural determinant of Aboriginal and Torres Strait Islander people's health inequity. Racism is not always conscious, explicit, or readily visible - often it is systemic. Systemic or institutional racism are forms of racism that are widely and deeply embedded in systems, laws, written or unwritten policies and well-established practices and beliefs that produce, condone, and perpetuate widespread unfair treatment, causing and/or contributing to inherited disadvantage.

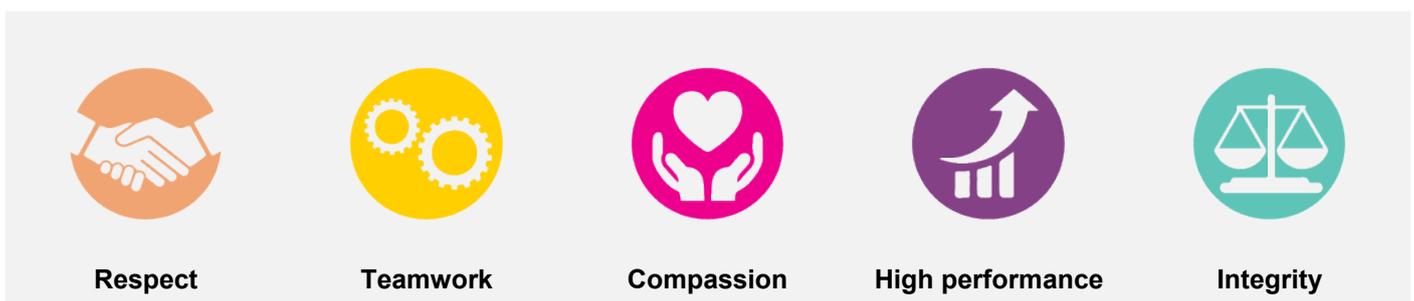
It is expected that all Metro North Health staff, including the incumbent of this role as a valuable member of the Metro North workforce, contribute to the health equity agenda and meet the intent of supporting the defined six actions that specifically meet the needs of Aboriginal and Torres Strait Islander people within the National Safety and Quality Health Service Standards (NSQHS), by actively supporting the elimination of racial discrimination and institutional racism; supporting increased access to health care; influencing the social, cultural and economic determinants of health; supporting the delivery of sustainable, culturally safe and responsive health services; and recognise the importance of working with Aboriginal and Torres Strait Islander peoples, communities and organisations to design, deliver, monitor and review the health and support services we provide.

Please visit our website for additional information about Metro North Health. <http://metronorth.health.qld.gov.au/>

Our Vision

Excellent healthcare, working together, strong and healthy communities.

Metro North Health Values and their corresponding Lominger™ competencies:



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|----------------------------|--------------------------|-------------------------------|-----------------------------|--------------------------|
| • Interpersonal savvy | • Collaborates | • Customer / patient focus | • Cultivates innovation | • Decision quality |
| • Manages conflict | • Develops talent | • Demonstrates self-awareness | • Action oriented | • Ensures accountability |
| • Communicates effectively | • Values differences | • Manages ambiguity | • Drives results | • Courage |
| • Balances stakeholders | • Builds effective teams | • Being resilient | • Drives vision and purpose | • Manages complexity |

How you will be assessed

You will be assessed on your ability to demonstrate the following values within the context of the “Key Accountabilities”. The ideal applicant will be able to demonstrate the following:

- **Respect** – demonstrates interpersonal savvy, manages conflict appropriately, communicates effectively and balances the needs of all stakeholders with utmost respect to all people at all times
- **Teamwork** – collaborates effectively, develops talent, values differences and builds effective teams to bring about best use of resources to deliver healthcare services
- **Compassion** – is patient / client focussed, demonstrates self-awareness and the effects of behaviour on others, deals with or manages ambiguity and complexity, demonstrates resilience in the delivery of patient services or support in the delivery of services to patients
- **High Performance** – cultivates innovation, is action oriented, drives results and supports Metro North Health’s vision and purpose to exceed expectations of our patients and stakeholders
- **Integrity** – demonstrates sound decision quality, ensures accountability, demonstrates courage in the face of adversity and works effectively / manages complexity to ensure work output and decisions are ethical and invariably of a high standard.

- Knowledge of or an ability to acquire knowledge of the philosophy and future directions of the BreastScreen Australia program and BreastScreen Queensland Program, including policies, regulations, standards and systems/models which impact upon the position.
- Demonstrated clinical leadership involving multidisciplinary programs and diverse work units and teams to achieve efficient, effective and timely outcomes.
- Possess advanced level critical thinking and reasoning, problem-solving, negotiation and high-level communication skills to maintain effective collaborative work relationships with a wide range of partners and stakeholders to ensure effective team functioning, positive patient outcomes and the achievement of departmental objectives.
- Demonstrates ability to rapidly obtain an understanding of the statewide screen reading model and networked workforce models within a population screening context.
- Possess excellent organisational skills and experience in managing high volume workload with inflexible deadlines, and competing and sometimes unpredictable priorities, in a demanding professional environment subject to rapid change and development.
- High level governance experience, including membership and active contribution to governance committees at either a local, state and national level.
- Demonstrates ability to lead and promote innovative models and experience in quality improvement activities and clinical audit, and participating in continuing professional development activities as directed by the relevant specialist college and supervisor/manager to maintain registration and personal professional improvement.

Mandatory qualifications/professional registration/other requirements

- Current registration with the Australian health Practitioner Regulation Agency as a medical practitioner. Specialist qualifications in breast medicine or another relevant speciality would be highly regarded.
- A primary medical degree (Bachelor of Medicine/Bachelor of Surgery or equivalent) allowing proof of registration with the Medical Board of Australia is required. Certified copies of relevant registration must be provided to the appropriate supervisor/manager prior to the commencement of clinical duties.
- Experience in a large public health program or health service delivery environment preferably in a breast health or women's health area would be well regarded.
- This position requires the incumbent to operate a class C motor vehicle and an appropriate license endorsement to operate this vehicle is required. Proof of this endorsement must be provided prior to the commencement of duty.
- Travel across the state will be a requirement of this position by motor vehicle, commercial aircraft or Queensland Rail.
- This position may be required to undertake work in an extended span of ordinary hours to meet state-wide needs.
- **Disclosure of Serious Disciplinary History:** Under the [Public Sector Act 2022](#), applicants are required to disclose any previous serious disciplinary action taken against them.
- 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 ([Health Employment Directive No. 01/16](#)):
 - Measles, mumps, rubella (MMR)
 - Varicella (chicken pox)
 - Pertussis (whooping cough)
 - Hepatitis B
 - Tuberculosis

How to apply

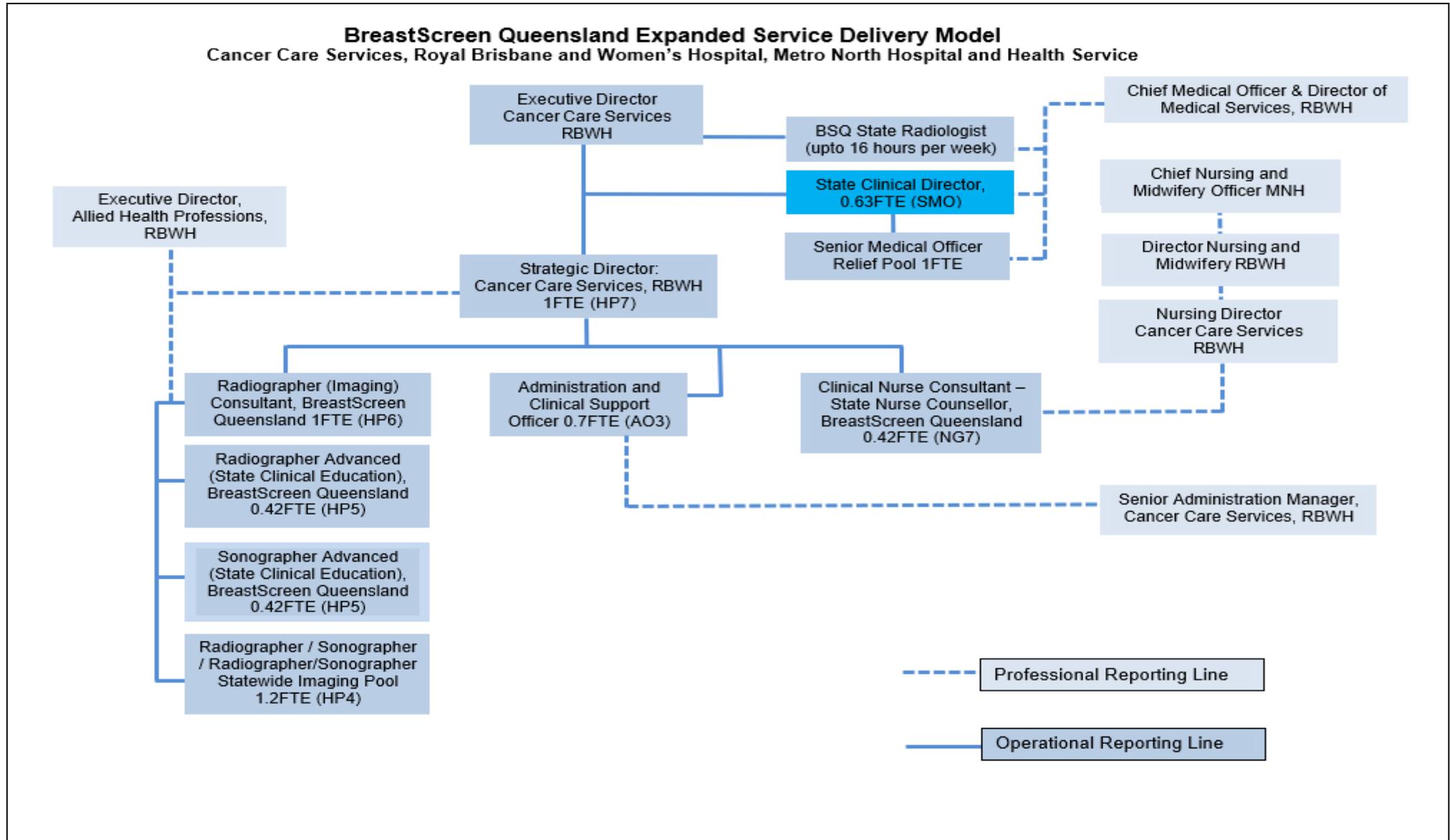
Please provide the following information to the panel to assess your suitability:

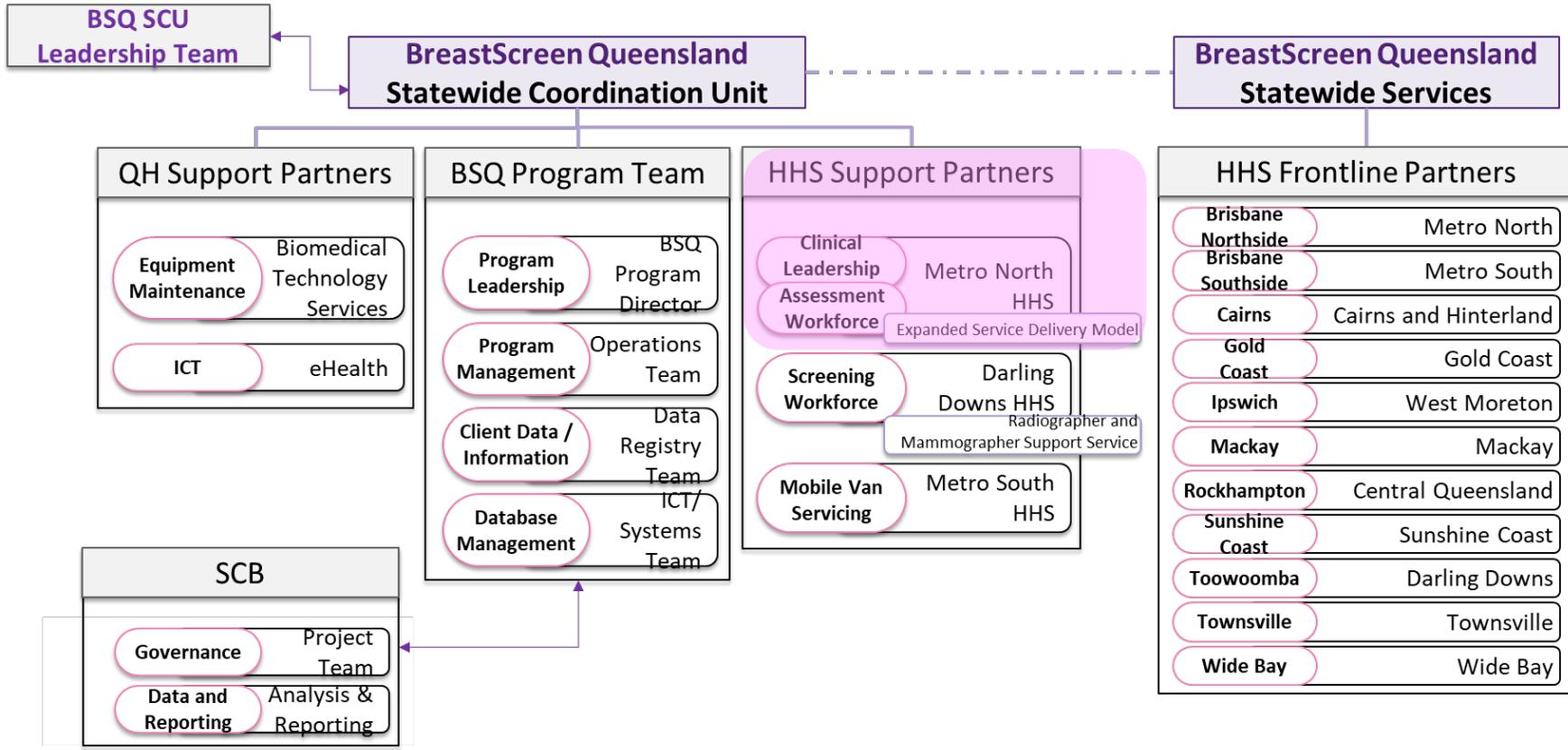
1. **A short statement (maximum 2 pages)** - Formulate your response to the dot points listed under "*How you will be Assessed*" within the context of the "*Key Accountabilities*"
2. **Your current CV or Resume, including referees.** You must seek approval prior to nominating a person as a referee. Referees should have thorough knowledge of your work performance and conduct, and it is preferable to include your current/immediate past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your CV or Resume.
3. **Proof of Identity** – include **3** certified copies of identity documents to satisfy proof of name, date of birth and signature with your application. Ensure ID is valid (not expired). Note: one form of ID must be a photo ID i.e. passport or driver's license. All documents must be certified by one of the following: Justice of the Peace, Public Notary, Commissioner of Declarations or Solicitor.
4. **Qualifications** – include certified copies of your primary medical degree and fellowship certificate with your application. Your qualifications must be certified by one of the following: Justice of the Peace, Public Notary, Commissioner of Declarations or Solicitor.

Instructions on how to apply

- Submit your application online at www.smartjobs.qld.gov.au by the closing date.
- Please note that hand delivered applications will not be accepted.
- Only those persons eligible to work in Australia may be employed by Metro North Health. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.
- Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.

Team Structure





Diversity and Inclusion

We are committed to providing a diverse and inclusive workplace for our people and our community. We encourage people of all genders, races, ages and abilities to apply for roles within Metro North Health and strive to ensure that our workplace is free from all forms of discrimination and harassment.

As an Equal Employment Opportunity (EEO) employer we ensure that our selection processes and employment decisions are undertaken in a non-discriminatory way and are consistent with the requirements of the Anti-Discrimination Act 1991. If there are any reasons that you may have challenges with the recruitment process, please let us know when we contact you.

Work Health and Safety

We are committed to *Putting People First* to provide better healthcare. This commitment includes a dedicated *People Focussed Safety* culture.

This culture commits to the health, safety and wellbeing of staff, volunteers and other persons, through the provision of a dynamic and comprehensive Health and Safety Management System (HSMS). The HSMS provides for proactive safety initiatives, early injury management practices with a strong focus on a safe and durable return to work.

The provision of a Health and Safety environment within Metro North Health is everyone's responsibility.

Safety and Quality

Relevant to the position, staff participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards 2nd Edition and the Australian Council on Healthcare Standards (ACHS).

Vaccine Preventable Diseases (VPD) Requirements ([Health Employment Directive No. 01/16](#))

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)
- Hepatitis B

Further vaccinations may be required due to particular risks for a role; examples include:

- Hepatitis A – Workers in regular contact with untreated sewerage
- Q Fever – Research or Laboratory staff regularly handling specimens

All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

Existing staff that are engaged prior to 1 July 2016 are **not subject** to this condition of employment unless they apply for a role with VPD requirements that is with a different Queensland Health entity (i.e. one Health Service to another Health Service, Department of Health (DoH) to a Health Service, or Health Service to DoH).

Additional Information

- Applications will remain current for 12 months or for the duration of the vacancy.
- Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
- Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids must be immunised against Hepatitis B according to the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines.
- Pre-employment screening, including criminal history and discipline history checks, will be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt. Roles providing services to National Disability Insurance Scheme (NDIS) participants require an NDIS worker screening check.
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role.
- Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at:
https://www.forgov.qld.gov.au/_data/assets/pdf_file/0033/185919/lobbyist-disclosure-policy_0.pdf
- Employees who are appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2
<https://www.health.qld.gov.au/system-governance/policies-standards/doh-policy/policy/qh-pol-197.pdf>
- All relevant health professionals, who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.

Metro North Health Executive Structure

