

Role description

Role title:	Simulation Fellow
Division/hospital:	Mater Education
Department/unit:	Mater Education
Date created/reviewed:	13/07/17
Reports to:	Clinical Simulation Director
Level of accountability:	Team member

Role purpose

The simulation fellow is part of the interprofessional Mater Education team and will develop knowledge and expertise in the planning, delivery and evaluation of simulation education and training. The simulation fellowship position is a structured program including supervision and mentorship from the multidisciplinary education team.

Behavioural standards

This role requires the incumbent to adhere to the Mater behavioural standards including the Values, Code of Conduct, Credo and any other relevant behavioural standards.

Role level accountabilities

This role is responsible for fulfilling the following accountabilities:

Self-accountabilities: for all Mater people

My behaviour	I role-model the values in the way I behave towards others and adhere to organisational behavioural standards at all times.
	I translate Mission into practice in my behaviour and actions.
My role	<p>I am accountable for ensuring that:</p> <ul style="list-style-type: none"> • I am clear on the tasks and accountabilities that are associated with my role • I fulfil any mandatory/professional competency requirements • I contribute to, and sign off on, my performance objectives and development plan • I request regular feedback from my manager in order to meet target performance expectations throughout the year • I carry out my development plan • I make an active contribution in my role as a team member .
Continuous improvement	I am accountable for recognising inefficiencies in my role and raising them with my manager.

Safety	I am accountable for raising workplace health and safety concerns for myself, patients and other staff and contributing my part to 'zero preventable harm'.
Reputation	I am accountable for representing Mater and being a champion of all that is great about working at Mater.
Patient experience	I am accountable for contributing to the positive experience of patients and visitors to Mater in everything that I do.

Role specific expectations

The fellow must complete the program requirements within 12 months. Specific requirements of the program include:

- undertake simulation instructor training via the MEPIC instructor certification pathway
- design education curriculum, operationally manage the course and evaluate outcomes
- faculty on key simulation programs
- undertake postgraduate studies in simulation education
- complete a research activity
- work collaboratively within a multidisciplinary team.

Qualifications

- Registered health professional with APHRA
- Completed or near completion of vocational training with a professional specialist training college (e.g. Anaesthesia, Emergency Medicine, Intensive Care Medicine).

Clinical/technical competencies

- Demonstrated willingness and ability to work as part as an interprofessional team
- Excellent communication skills (written and verbal)
- A demonstrated commitment to quality improvement, excellence and best practice
- A demonstrated commitment to education and research.

Capabilities

Patient/client centred: Ensures that the needs of patients, family members, students, and internal and external customers (collectively referred to as clients) are taken into account when problem solving and decision making, involving them in their own care or service wherever possible. Involves 'putting the patient first' by anticipating and responding to the needs of the patient.

- Proficient level of this capability is required for this role

Results focus: Organised and able to effectively plan for the completion of tasks that contribute to the strategic direction of the organisation. Strives to set and achieve challenging goals, and applies and builds upon own expertise in order to achieve outcomes. Holds self and others accountable for the successful attainment of goals.

- Proficient level of this capability is required for this role

Developing self and others: Mobilising, empowering, and developing self and others to meet current and future business needs. Able to create a culture of continuous feedback and collaboration where people strive for common goals and care about each other. Comfortable with complexity, examines problems carefully, is inquisitive, and can make fresh connections between different concepts.

- Proficient, level of this capability is required for this role

Relationship building: The ability to work in a co-operative and helpful way with colleagues, whilst dealing with interpersonal difficulties in a manner that ensures objectives are met. This high interpersonal effectiveness includes active listening, negotiation and influencing.

- Skilled level of this capability is required for this role

Critical thinking and problem solving: The ability to effectively deal with complexity and ambiguity. Requires the ability to analyse data, seek and draw linkages between key sources of information, and show initiative in developing innovative solutions. Applying these skills on daily basis will assist in ensuring that a continuous improvement focus is maintained.

- Skilled level of capability is required for this role

Commercial acumen: The ability to understand the key business drivers within Mater, the health industry and the environment in which we operate in. Applies key financial concepts and analysis to decision making. Supports strategic direction, is politically astute and engages in information seeking/networking and exploration of external benchmarks.

- Proficient level of this capability is required for this role

Change agility: Maximises opportunity that change offers and brings people along to understand and embrace change. Able to be visionary in the face of change and to adjust own behaviour to facilitate the change.

- Proficient level of this capability is required for this role

Self-management: Incorporates the ability to have a high level of self-awareness, the ability to manage ones emotions, whilst also exhibiting self-belief and self-care.

- Skilled level of this capability is required for this role