

**Clinical Care Manager (Aged Care Facility)** – Full time position is vacant at our Aged Care Facility, Cowra Retirement Village in Cowra NSW, 2794. Minimum 38 hours per week on a permanent basis.

Cowra Retirement Village is a community owned, not for profit organisation committed to providing the highest standard of care to our residents in a comfortable home like setting. You will work as part of a clinical team which includes registered nurses on duty 24/7 and be supported by a professional management team and a committed resident centred board.

Located in the vibrant regional township of Cowra NSW; the organisation offers 84 residential beds including a 14-bed secured dementia unit and is one of the largest employers in the area with over 155 employees.

### **The Role**

The Clinical Care Manager is responsible for overseeing and coordinating the delivery of safe, high-quality, person-centred clinical care to residents in accordance with the Aged Care Quality Standards, relevant legislation, and organisational policies. This role provides clinical leadership, guidance, and support to nursing and care staff, ensuring compliance, best practice, and continuous improvement in resident care outcomes.

**Annual Salary** (depending on experience/skills) **\$139,723.00 - \$157,275.00** including the superannuation.

**Required Qualification:** Relevant bachelor's degree or higher qualification is required. You are required to be licenced as a Registered Nurse and have work experience of minimum 3 year as a Registered Nurse.

### **Job Description**

#### **Clinical Leadership & Care Management**

- Oversee the assessment, planning, implementation, and evaluation of residents' care needs.
- Ensure clinical governance systems are embedded and adhered to within the facility.
- Provide leadership and mentoring to clinical and care staff.
- Monitor resident health outcomes and proactively manage complex care needs.
- Ensure medication management processes comply with best practice and regulatory requirements.

#### **Compliance & Quality**

- Ensure compliance with the **Aged Care Quality Standards**, Accreditation requirements, and all relevant legislation.
- Participate in audits, accreditation visits, and quality improvement activities.
- Maintain accurate documentation and ensure care plans are regularly reviewed and updated.
- Lead incident and risk management processes, including investigations and reporting.

#### **Staff Management & Development**

- Provide clinical supervision, coaching, and performance management to nursing and care staff.
- Facilitate staff education, training, and professional development opportunities.
- Develop staff rosters in collaboration with management to ensure safe staffing levels.
- Promote a culture of teamwork, respect, and accountability.

#### **Resident & Family Engagement**

- Foster open communication with residents, families, and representatives.
- Ensure residents' dignity, choice, independence, and cultural values are respected.
- Address and resolve concerns or complaints in a timely and professional manner.

## **Operational Support**

- Assist the Facility Manager with operational and strategic planning.
- Work under the leadership of the Director of Nursing.
- Contribute to budgeting and resource allocation for clinical services.
- Liaise with external health professionals, including GPs, allied health, and hospitals.

## **Key Selection Criteria**

### **Qualifications & Registration**

- Registered Nurse with current **AHPRA registration**.
- Postgraduate qualifications in Gerontology, Aged Care, or Management (desirable).

### **Experience**

- Minimum 3 experience in a senior nursing/clinical leadership role within aged care.
- Strong knowledge of the Aged Care Quality Standards and clinical governance frameworks.
- Proven experience in managing staff, budgets, and resources effectively.

### **Skills & Attributes**

- High-level clinical assessment, care planning, and documentation skills.
- Strong leadership and mentoring abilities.
- Excellent communication, negotiation, and conflict resolution skills.
- Ability to manage competing priorities and adapt to changing circumstances.
- Commitment to resident-centred care and continuous quality improvement.
- Excellent in computer skills

## **Mandatory Requirements**

- Current AHPRA registration as a Registered Nurse.
- NDIS Worker Screening Check
- Current influenza and COVID-19 vaccinations
- First Aid and CPR certification (preferred).

Only successful candidates will be contacted.

**Job Type:** Full-time

### **Benefits:**

- Professional development assistance
- Salary packaging

**Work Location:** In person