

POSITION DESCRIPTION

Position Title:	Lung Nodule Clinical Nurse Consultant
Business Unit/Department:	Respiratory & Sleep Disorders Medicine
Division:	Cancer, Cardiology & Specialty Medicine
Award/Agreement:	Nurses & Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement
Classification:	Clinical Nurse Consultant C – Year 1 (CAPR4.1) to Year 2 (CAPR4.2) (ZA7 to ZA8)
Reports To:	<i>Operationally:</i> Operations Manager; Head of Unit; <i>Professionally:</i> Director of Nursing/Midwifery
Direct Reports:	N/A
Date Prepared/Updated:	28 July 2026

Position Purpose

The Lung Nodule Clinical Nurse Consultant (CNC) will work within the Respiratory and Sleep Disorders Medicine team in the coordination, implementation and management of the Lung Nodule Clinic, Multidisciplinary Meetings and other related strategic planning at Western Health.

As a member of this specialist team, the CNC will provide expert and evidence-based direction to ensure service standards and practices related to lung nodule management are maintained and continuously improved across Western Health.

As a member of the health care team, the CNC is at the forefront of the provision of high-quality nursing care to patients and their families on a day-to-day basis, including care coordination following referral to the Lung Nodule Clinic.

As a professional, the CNC is accountable for:

- The maintenance of their own clinical knowledge, ongoing professional development, and working within the confines of their specific scope of practice at all times, in accordance with the boundaries set by their experience and skill.
- Ensuring that they are registered to work as a Registered Nurse in Australia at all times whilst working as a nurse within Western Health and practice in alignment with Nursing & Midwifery Board of Australia (NMBA) Registered Nurse Standards for Practice.

The role of the CNC involves working within and providing advice and support to a multidisciplinary team to ensure an efficient program that meets the growing needs of lung nodule care. Activities include nursing support within the Lung Nodule Clinic, nurse led triaging, participation in multidisciplinary and care coordination meetings, patient liaison, clinical follow-up, consumer advocacy, collaborative consumer and unit management, research, supervision and mentorship/preceptorship, interaction/liaison with the multidisciplinary team, accurate and timely documentation.

Our Vision

Together, we deliver the healthcare of the future
Simple – Sustainable – Connected – Innovative

The CNC will support the integration of the National Lung Cancer Screening Program (NLCSP) for Western Health in planning, implementing, and evaluating services based on screening program guidelines. The CNC will be responsible for capturing and maintaining data collection of patients within the WH NLCSP pathway.

The CNC will contribute to providing quality health and well-being services for patients and their families, demonstrating proficient to expert behaviours across the five domains of leadership, research, evidence-based practice, education & learning, and clinical expertise, as identified in the Western Health Nursing and Midwifery Professional Practice Framework.

Business Unit Overview

The Division of Cancer, Cardiology and Specialty Medicine provides comprehensive inpatient, clinic, and community-based care, covering cardiology, cancer services, and specialty medicine, which includes respiratory and sleep disorders, infectious diseases, dermatology, neurology and stroke, and rheumatology.

The Divisional Director and Clinical Services Director provide leadership and management for these services, guiding their development in alignment with business plans. The Division is committed to innovation and the ongoing improvement of services and treatment pathways across Western Health to ensure Best Care for the Western Melbourne community.

Respiratory and Sleep Disorders Medicine at Western Health delivers care across inpatient and outpatient settings. In addition to inpatient consultations, a significant number of outpatients are assessed and managed through the general respiratory clinic and specialist clinics, including sleep disorders, asthma, lung oncology, interstitial lung disease, rapid respiratory assessment, and migrant screening. The department provides a comprehensive range of diagnostic services, including investigations for sleep disorders, lung function testing, cardiopulmonary exercise assessment, and bronchoscopy/EBUS.

Key Responsibilities



Leadership

- Providing local and clinical knowledge, assisting, and collaboratively work of the WCMICS NLCSP Implementation lead.
- Participation and reporting to WCMICS NLCSP Program as required.
- Ensuring services and or projects are delivered according to appropriate funding agreements where applicable.
- Being the main change champion within the health service for NLCSP – related redesign activities, through clear and consistent advocacy of program goals to local stakeholders
- Contribution to direction of local project and wider WCMICS program as described above
- Key contact at Western Health for the NLCSP and WCMICs once the implementation is finalised.
- Facilitate access to key stakeholders and information for the WCMICS NLCSP Program
- Participate in organisational committees/working groups as required
- Communicates information and expectations clearly and concisely in a way that builds effective and collaborative working relationships with others.
- Maintains a professional demeanour and serves as a role model for all nursing staff, both as a clinician and in line with behavioural expectations.
- Provides leadership in clinical situations demanding action.
- Take accountability for own actions and others under direction and sphere of responsibility
- Promotes a culture of innovation, education, excellence and consumer/client first focus, through policies and practices that support and recognise individual and collective team contribution.
- Demonstrates strong mentoring skills within the nursing and multidisciplinary team and supports succession planning.
- As an expert resource, provides expert clinical knowledge and direction to ensure that clinical standards, policies and procedures promote a consumer focussed model of care.

Our Vision

Together, we deliver the healthcare of the future
Simple – Sustainable – Connected – Innovative

- Exhibit a high level of emotional self-control and flexibility in complex, changing, and/or ambiguous situations and when confronted with challenges
- Maintains and fosters relationships with relevant internal and external stakeholders.



Research

- Obtains feedback through means such as surveys to ascertain whether service standards meet stakeholder expectations and responds to any identified deficits.
- Identifies areas that require improvement through observation, audits, incidents and staff feedback and implements improvement initiatives accordingly.
- Lead quality or practice improvement initiatives at local level and/or contributes to quality or practice improvement initiatives at program or organisational level
- Apply research evidence to clinical practice, has well developed strategies to inform practice in the absence of high-level evidence
- Present and publish in appropriate professional conferences and journals and remain informed of the current literature



Evidence Based Practice

- Coordinating collection of data to inform and support health service activity of the NLCSP and other reporting requirements
- Proactive identification, escalation and resolution of NLCSP challenges and risks
- Development, monitoring and evaluation of local site NLCSP deliverables and sustainability.
- Implements risk mitigation strategies and manages clinical risk to ensure safe and smooth NLCSP delivery, intervening as necessary to achieve optimal outcomes for patients, consumers, and teams
- Be familiar with local and organisational policies, procedures, and guidelines
- Contribute to adverse event investigations, and undertake individual and team-based reflective practice
- Participate and contribute to improvement of policies, procedures and protocols and identify areas of improvement in nursing practice
- Continuously reviews existing practices and policies according to evidence-based practice to minimise adverse, promote positive consumer outcomes and identify areas of improvement in nursing practice
- Identifies opportunities for process redesign and to support staff in the implementation of redesign projects and activities.
- Be aware of Western Health's Strategic Priorities, and ensure activities align with these priorities



Education & Learning

- Contribute to the updating of NLCSP educational information provided to patients and consumers, and their families and carers
- Maintains and updates own professional development portfolio to demonstrate an ongoing commitment to learning and best practice.
- Exchange and share information from participation in seminars and conferences with colleagues via huddles, in-services, presentations, education forums, team and other meetings
- Provides education within area of extended nursing knowledge, skills & essence of nursing to multidisciplinary team members and consumers/families.
- Works with less experienced nurses to develop their capabilities.
- Promote the development of, and involvement in, professional networks and learning communities
- Develop and evaluate policy initiatives that aim to foster patient/consumer involvement and provide them with real and meaningful choices about treatment options



Clinical Expertise

- Effectively develop discharge plans that reflect the needs of consumers and their significant others and demonstrates an understanding of the role of community providers

Our Vision

Together, we deliver the healthcare of the future
Simple – Sustainable – Connected – Innovative

- In a consulting capacity, provides clinical nursing expertise and direction in line with clinical standards policies and procedures to both internal and external customers, including providing high level nursing assessment, care planning and interventions/procedures.
- Is responsible for a timely response to referrals and manages and provides assistance to others in prioritisation and completion of tasks such as completion of necessary statistical data, including entry to support financial recuperation as appropriate.
- Act as a primary resource in relevant area and ensure the provision of high quality, culturally sensitive consumer care in partnership with consumers, their significant others and other members of the multidisciplinary care team
- Provides an efficient and customer focussed service commensurate with senior status and role. Analyses situations and make appropriate decisions in a timely manner that meets the needs of consumers, staff and organisation.
- Act to ensure safety by managing clinical risk and intervene, as necessary, to achieve optimal outcomes for patients/consumers and teams
- Represents clinical specialty in multidisciplinary working groups
- Contributes to a Quality and Business Plan as required in accordance with the National Safety and Quality Health Service Standards and Western Health Guidelines

In addition to the key responsibilities specific to your role, you are required to deliver on the [Key Organisational Accountabilities](#) which are aligned with the Western Health strategic aims.

Key Working Relationships

Internal:

- Divisional Director
- Operations Managers
- Heads of Unit
- Directors of Nursing & Midwifery
- Assistant Directors of Nursing & Midwifery
- Nurse Unit Managers
- Associate Nurse Unit Managers
- Other nursing staff
- Allied Health staff
- Unit medical officers
- Administrative staff
- Data Analyst
- Finance business partner

External:

- WCMICS Program Team
- NLCSP Implementation Program Lead
- NLCSP Program Director
- NLCSP Senior Data Analyst
- North Western Melbourne Primary Health Network (NWMPHM)
- External imaging providers
- WCMICS NLCSP Steering committee
- Consumers, families and others as required
- Others as appropriate/ directed

Selection Criteria

Essential:

- Current registration as a Registered Nurse with NMBA
- Have completed a Post Graduate qualification in area of specialty and have a minimum of three years' experience working in the clinical area of the postgraduate qualification
- Demonstrate effective organisational skills, particularly with respect to time management, delegation and supervision
- Demonstrated ability to deliver quality consumer care and possession of excellent clinical skills

Our Vision

Together, we deliver the healthcare of the future
Simple – Sustainable – Connected – Innovative

- Demonstrated experience working effectively independently and also within a multidisciplinary team environment with minimal supervision
- Demonstrated time management, organisation and planning skills
- High level verbal and written communication skills
- Experience in the use of technology to create clear and concise documents, reports and proficiency with the Microsoft Office suite
- Demonstrated commitment to developing and improving personal education and skills appropriate to the position
- Demonstrated competency and knowledge to effectively undertake basic health care education.
- Experience in the development, implementation and review of policy, procedures and guidelines.
- Current Victorian driver's license

Desirable:

- Have completed or be working towards a Masters in Nursing certificate
- Evidence of prior service delivery planning
- Demonstrated knowledge of quality management and improvement methodologies
- Demonstrated experience in research projects and publication of research activities.
- Training and experience in the development and delivery of education programs to consumers, carers, the community and health professionals.

Additional Requirements

All employees are required to:

- Obtain a police/criminal history check prior to employment
- Obtain a working with children check prior to employment (if requested)
- Obtain an Immunisation Health Clearance prior to employment
- Report to management any criminal charges or convictions you receive during the course of your employment
- Comply with relevant Western Health clinical and administrative policies and guidelines.
- Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures
- Fully co-operate with Western Health in any action it considers necessary to maintain a working environment, which is safe, and without risk to health
- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Western Health
- 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 Western Health
- Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, the Victorian Occupational Health and Safety Act 2004, the Victorian Occupational Health and Safety Regulations 2017 (OHS Regulations 2017), Fair Work Act 2009 (as amended), Occupational Health and Safety (Psychological Health) Regulations 2025, the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information, the Family Violence and Child Information Sharing Schemes, Part 5A of the Family Violence Protection Act 2008 and Part 6A of the Child Wellbeing and Safety Act 2005, Safe Patient Care Act 2015, Mental Health & Wellbeing Act 2022
- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines

General Information

- Redeployment to other services and sites within Western Health may be required
- Employment terms and conditions are provided according to relevant award/agreement
- Western Health is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination. The organisation promotes diversity and awareness in the workplace

Our Vision

Together, we deliver the healthcare of the future
Simple – Sustainable – Connected – Innovative

- Western Health is committed to Gender Equity
- Western Health provides support to all personnel experiencing family and domestic violence
- 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. Western Health reserves the right to modify position descriptions as required. Employees will be consulted when this occurs
- Western Health is a smoke free environment

I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.

Employee's Name:

Employee's Signature:

Date:

Our Vision

Together, we deliver the healthcare of the future
Simple – Sustainable – Connected – Innovative