

Position Description

Position title: Clinical Trainer
Classification: Non-award
Reports to: Clinical Training Lead

About CPL – Choice, Passion, Life

CPL is a leading community support provider across Queensland and Northern New South Wales, partnering with people with disability and their families to create meaningful change.

Through personalised support, specialised guidance and expertise in collaborative decision making, we empower each person to live the life they want at every stage.

We are driven by a deep commitment to understanding our clients' aspirations and turning their vision into reality.

Drawing on decades of experience, we deliver practical, impactful support that makes a real difference – combining our expertise with genuine care to support individuals, families, and communities.

Our vision

An inclusive society for all people.

Our purpose

To provide services for people with disability so they can lead the life they choose.

Our difference

Our attitude is what makes us different. We're hopeful, determinedly enthusiastic and down-to-earth. When it comes to disability, we know one size does not fit all, which is why the CPL team ensure every effort is made to accommodate individual goals and needs.

Our values

Our values are known across CPL Group as 'Our Way'. It sets the standard for how we behave with each other and with the people we support, no matter our role, location or brand. By living these values every day, we create trust, build strong relationships and support people to live the lives they choose – together.

Understand the person

Recognising each client and employee as an individual, respecting their choices and shaping your approach around what matters most to them.

Give great service

Delivering high quality support to clients and to each other that is consistent, safe, reliable and focused on what matters to that person.

Work together

Together has strength. Collaborating between teams, brands, locations and across the community to create better outcomes.

Find better ways

Improving how you work to provide better outcomes and experiences for clients and employees.

Position purpose

To provide health care training and health education to service delivery teams for the purpose of optimising the provision of health care and lifestyle supports to people residing in the community with disabilities and complex health care needs.

To support continuous improvement in the business performance of the business area/service and effectively contribute towards achievement of the organisation's vision and purpose.

Key responsibilities

- Review, develop and deliver training to provide theoretical and competency-based training appropriate for service delivery teams and in line with CPL policy and procedures. To include (but not limited to) medication administration, assisting with enteral nutrition, bowel health and enema, epilepsy and emergency midazolam, diabetes.
- Ensure current health practices are promoted during training, are in line with CPL policy and procedures and within professional guidelines.
- Work within and actively support a culture of continuous practice improvement, quality service delivery and safeguarding.
- Provide on the job assessments and training for frontline staff in subsidiary organisations as required.
- Seek feedback and information from Health Liaison Officers (HLO) to inform localised health support improvements that can be addressed at health training.
- Work collaboratively with the CGU training team and other CGU team members to plan and deliver training packages via multiple modes of delivery including online modules and face to face learning.
- Undertakes other responsibilities as required and directed by manager or delegate.

Supplementary responsibilities

- Embodies CPL Group values in daily work life (see first page).
- Proactively contributes to identifying personal training and development needs and the means to address those needs, to maintain up to date knowledge, skills and abilities which ensure ongoing competence to achieve the required outcomes of the position as it develops.
- Contributes effectively to the promotion of equal opportunity and non-discrimination in the workplace.
- Contributes effectively to the identification, removal and reduction of workplace hazards and risks to ensure a safe and healthy work environment.
- Contributes effectively to the achievement of continuous improvement through adherence to the Quality Management System in all areas within the influence of the position.

Key customers

- Liaises with CPL employees, clients and additional stakeholders as appropriate.
- Liaises with other Clinical Trainers and the HLO team.
- Collaborates with the CGU Training team to inform training schedules.

Selection criteria

- Current Registration with AHPRA if applying as a Registered or Enrolled Nurse or previous health professional or currently studying in a health-related subject e.g. nursing, paramedicine.
- Experience facilitating group training sessions.
- Previous clinical experience in a variety of the required training subjects.
- Demonstrated ability to use effective written and verbal communication and interpersonal skills in clearly articulating health care promotion and intervention to Clients, Families, Direct Support Workers and associated Health Care professionals.
- Demonstrated values and attitudes that reflect the organisation's philosophy and mission statement and enhance positive community values and attitudes.
- Ability to work within and promote a culture of continuous improvement.
- Demonstrated experience in development and implementation of training packages related to the provision of health care (Desired).
- Cert IV in Training and Assessment (Desired).

Additional requirements

These do not need to be addressed in selection criteria but must be included in application:

- Capacity for frequent travel to support the broader CPL footprint in their training needs.
- Current 'C' class driver's licence with regular access to a vehicle.
- NDIS Worker Screening Check issued by the NDIS Quality and Safeguards Commission.