

Nurse Practitioner Candidate (Oncology)

Our Destination 2030: Great Care for Central Queenslanders strategy will shape the future of healthcare across our region and support our aim for Central Queenslanders to be amongst the healthiest in the world. Great staff working in great teams with a culture of supporting and investing in our people's future. Find out more visit online

www.health.qld.gov.au/cq/destination-2030

Great People, Great Place to Work



Role Details

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| Role Title | Nurse Practitioner Candidate | Classification | Nurse Grade 7 |
| Status | Fixed Term Temporary Part Time (Until 30 June 2027 - 38 hours per fortnight) | Salary | \$70.58 - \$76.63 p.h. |
| Unit/Facility | Cancer Care Services | Total Package | Up to \$86,683 p.a. |
| Location | Rockhampton | Contact | Kim Burke (07) 4920 6541 |
| Job Ad Reference | RK6F685283 | Closing Date | Thursday, 9 July 2026 |

*Please note: there may be a requirement to work at other facilities located across Central Queensland Hospital and Health Service

Cancer Care Services

Central Queensland Hospital and Health Service provides a range of oncology services including medical oncology, haematology, and radiation oncology in partnership with Genesis Care in Rockhampton with outreach services provided to Gladstone, Theodore, Biloela and Emerald.

The Cancer Care team includes Medical Oncology and Haematology Consultants, Cancer Care Coordinators, Allied Health Practitioners working collaboratively with the Day Therapy Unit team to provide care to the community of Central Queensland Hospital and Health Service. To meet service needs there may be a requirement to provide clinical services at any facility within Central Queensland Health (CQ Health), in line with the clinical services capability of the that facility.

The Opportunity

The Nurse Practitioner Candidate (NPC) is a Nurse Grade 7 Registered Nurse who is working towards endorsement as a Nurse Practitioner by acquiring the expert knowledge base, complex decision-making skills, and clinical competencies for expanded autonomous practice. The NPC is an integral member of the health care team who practices in collaboration with other health professionals to assess and manage patients within their clinical context using nursing knowledge and skills. The NPC contributes to the department, organisation and community through involvement in education, research, quality improvement, and professional leadership.

CQ Health
Living our values

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| Care | We are attentive to individual needs and circumstance | Integrity | We are consistently true, act diligently and lead by example |
| Respect | We will behave with courtesy, dignity and fairness in all we do | Commitment | We will always do the best we can all of the time |

This NPC position will provide clinical expertise, education and consultancy to patients within oncology under mentorship and within the NPC's scope of practice, utilising researched based practice to provide contemporary health care models in the care of oncology patients to improve patient outcomes. For the purposes of being a NPC, the candidate will engage in practice that is extended in scope beyond that of a Registered Nurse.

The NPC is required to collaborate with their clinical mentor and Senior Medical Staff for their patient treatment and practice. This practice will include but may not be limited to:

- The provision of direct patient care including actioning patient assessments for advanced decision making.
- Applying diagnostic reasoning to formulate treatment plans, actioning therapeutic interventions, and applying the quality use of medicines.
- Working in collaboration with inpatient and outpatient departments as part of a multi-disciplinary team.

Autonomy

The Nurse Grade 7 is a Registered Nurse who:

- Demonstrates an advanced level of autonomous clinical and professional practice.
- Demonstrates an advanced level of decision-making in collaboration with a multi-disciplinary team.
- Undertakes operational leadership.
- Works collectively to apply the principles of clinical governance.
- Applies professional and clinical expertise in collaboration with nursing and multi-disciplinary stakeholders.
- Takes responsibility for enacting strategies that supports a work-based culture that promotes and supports education, learning, research and workforce development.

Context

This position is employed against an approved funded NPC position for a designated period of time and is dependent on the occupant's current enrolment in an NP Master level program.

- The mentor for this position is as per the mentor agreement plan, which supports the NPC to achieve the clinical experience required to fulfil course requirements and meet Nursing and Midwifery Board Australia (NMBA)/ Australian Health Practitioner Regulation Agency (AHPRA) eligibility for endorsement.
- This position will work at the advanced practice level in a clinical environment while undertaking the mentioned studies and has eight (8) hours per fortnight of study time included in employment conditions.
- This NPC will practice under the immediate clinical supervision (whether direct or indirect) of a medical officer/nurse practitioner credentialed in the same clinical specialty.
- This position works with a nominated appropriate clinical support team/clinical mentor in collaboration with the nursing line manager. The support team, comprising a minimum of 2 people, one of which must be medical officer in the clinical speciality, who is endorsed to provide dedicated support for the NPC. Support persons include Medical Oncology and Haematology Consultants, Senior Medical Officer's (SMOs) and NPs.
- All prescriptions and requests for diagnostic services and/or referrals to other health professionals written by this NPC must be countersigned by the supervising Nurse Practitioner or Medical Officer.

Staffing and Budget Responsibilities

- This position reports operationally to the Nurse Unit Manager, Cancer Care and professionally to the Nursing Director Complex and Chronic Care.
- Reporting against Key Performance Indicators is expected once certified.
- There is no Financial Delegation for this position.

Total Package

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| <ul style="list-style-type: none"> • 12.75% employer superannuation contribution • Annual leave loading 17.5% • Salary packaging • Work/life balance, variety, and flexibility • Employee Assistance Program | <p>Additional benefits to this role include:</p> <ul style="list-style-type: none"> • Professional Development Allowance • Professional Development Leave • Potential Research Opportunities |
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The Role

Fulfil the responsibilities of this role in accordance with [Schedule 2, Nurses and Midwives \(Queensland Health Award\) \(2015\) – Generic Level Statements \(GLS\) Nurse Grade 7](#) and the Queensland Health and CQHHS commitments and values, in achievement of the organisational goals and Domains of Practice.

Domain 1: Direct Comprehensive Care Provision

Accountability/Responsibility

- Accountable for Nursing and Midwifery Board of Australia (NMBA) and own standards, actions and the outcomes of nursing practice and professional advice given and for activities delegated to a Registered Nurse/Midwife, Enrolled Nurse or unregulated healthcare worker.
- Demonstrate advanced application of clinical and professional leadership.
- Accountable for the delivery of safe clinical practice and professional advice.
- Work collaboratively with peers and others to create a positive practice environment that achieves best practice outcomes for recipients of healthcare services.
- Contribute to organisational key objectives and performance indicators.
- Accountable for outcomes and achievement of service performance targets.

Skills and Knowledge

- Demonstrate advanced specialist knowledge, experience and clinical skills in a particular area of expertise.
- Demonstrate critical thinking and reasoning, advanced problem-solving skills and expert clinical judgement.
- Demonstrate advanced knowledge and application of contemporary nursing practice and theory.
- Lead the application and evaluation of contemporary human, material and financial resource management for the multidisciplinary environment.

Role in Clinical Care

- Provide leadership in professional decision-making through the application of advanced clinical knowledge and skills.
- Coordinate clinical practice delivery in a clinical specialty or area of expertise.
- Participate directly or indirectly in the delivery of clinical care to individuals/groups in a specialty area of clinical practice.
- Use evidence-based clinical practice to facilitate positive outcomes for recipients of healthcare services.

- Integrate and translate the principles of contemporary nurse education into practice.

Domain 2: Support of Systems

Policies, Protocols, Guidelines and Standards

- Integrate key objectives from the strategic plan into service delivery for a clinical unit/department.
- Adhere to established guidelines, protocols, procedures, standards and systems of work as set by the organisation.
- Coordinate, develop, implement, translate and evaluate clinical practice standard guidelines, procedures and protocols using an evidence-based approach.
- Advise and contribute to the application of information systems to improve clinical practice environment inform decision-making.

Quality/Safety/Risk Management

- Maintain the safety of recipients of healthcare services and staff by fostering safe work standards within the clinical practice environment.
- Consult with and provide expert nursing advice to achieve integrated care within health services.
- Responsible for the implementation of a quality and risk management framework to improve quality of care and work environment.
- Promote and support a culture of continuous quality improvement.
- Respond to emerging trends in healthcare services in consultation with other relevant stakeholders.
- Responsible for compliance with professional standards.
- Initiate and conduct quality improvement activities.

Mentorship/Reporting Lines

- Coordinate and guide mentoring, preceptorship, role modelling and promote cooperation and collaborative teamwork.
- Provide leadership and act as a clinical resource, advisor, mentor, role model, technical expert, to Registered Nurses/Midwives, enrolled nurses, unregulated healthcare workers and members of multi-disciplinary team.
- Provide clinical supervision, mentorship and professional leadership to Registered Nurses/Midwives and Enrolled Nurses.
- Apply principles of succession management and mentoring to involve colleagues in ongoing career development and growth.
- Undertake supervision and act as a role model and/or mentor.

Management

- Lead and coordinate a nursing/midwifery team and/or healthcare team and oversees and provide clinical support or relevant expertise.
- May work across professional and organisational boundaries to influence health services and/or professional outcomes.

Change Management

- Lead change management processes.
- Participate in innovation, monitor and report on the impact of change within the scope of the position and service.

Domain 3: Education

- Develop and encourage a learning environment by mentoring and promoting team development and individual capacity building.
- Participate in the development and sustainability in the culture of learning resulting in a capable and educated nursing/midwifery workforce.
- Support education and research to promote innovation specific to healthcare trends, to promote patient and service outcomes within the scope of their position.
- Promote engagement by self and others in professional development and maintain own professional development portfolio.
- Lead and coordinate education activities to build expertise and capability within the nurse and midwifery workforce.
- Exhibit educational leadership and expertise in determining learning needs and mechanisms to foster a culture of learning in the workplace.
- Translate evidence into practice to foster achievement of best practice outcomes.

Domain 4: Research

- Engage in quality initiative and research projects to inform practice change.
- Use contemporary information, research evidence, personal knowledge and experience to support decision making.
- Contribute to the development of unique body of knowledge and translates it into practice.
- Action policy and evidence-based research for application.

Domain 5: Professional Leadership

- Collaborate with others in the provision of policy advice on issues relating to professional and clinical practice, education and research.
- Participate in innovation and change to develop responses to address emerging service needs.
- Contribute to the unique body of knowledge within scope of practice when engaging with internal and external groups/partners/bodies.
- Collaborate in the provision of advice on nursing matters.

Mandatory Qualifications / Professional Registration / Other Requirements

- **Mandatory qualification/s:**
 - Bachelor of Nursing or equivalent certification relevant to the position is mandatory.
 - Registration with the Australian Health Practitioner Regulation Agency (AHPRA) with a current annual practicing certificate is essential.
 - The candidate must be enrolled in a recognised university program to undertake study at a Masters Level with the purposes of gaining Nurse Practitioner licensing through AHPRA within two years.
- **Non-mandatory qualifications/requirements:** While not mandatory, demonstrated clinical expertise and experience in the Medical Oncology Setting, possession of relevant postgraduate qualifications in an appropriate field is highly desirable. Such experience may be discipline specific or have a service area focus.
- **Proof of qualification:** Appointment to this position requires proof of qualification and if applicable registration or membership with the appropriate registration authority or association. Certified copies of the required information must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- **Proof of identity documents:** Candidates must provide certified copies of requested proof of identity documents for the purposes of General Criminal History and National Police Certificate checks.

- **Disclosure of Serious Disciplinary History:** Under the [Public Sector Act 2022](#), applicants are required to disclose any previous serious disciplinary action taken against them.
- **Travel:** Travel throughout the health service may be required as part of this position.
- **Vaccine Preventable Diseases:** 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
 - All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.Further vaccinations may be required due to risks for a role; examples include:
 - Hepatitis A – Workers in regular contact with untreated sewerage
 - Q Fever – Research or Laboratory staff regularly handling specimens
 - Influenza

How you will be Assessed

You will be assessed on your ability to demonstrate the best fit for the role. Within the context of the responsibilities described under 'The Role', the ideal applicant will be someone who can demonstrate the following:

- Provide written documentation of accrued clinical hours to demonstrate compliance to register with AHPRA as a Nurse Practitioner at the end of the course. Ensure all information is provided within your resume.
- Provide expert nursing leadership and coordination within an Oncology environment.
- Sound knowledge of contemporary nursing practice and theory and the ability to apply relevant legislation, guidelines and standards.
- Integrate the strategic direction and priorities for quality improvement into the clinical service, establishing a quality framework.
- Advanced leadership, negotiation, conflict resolution and change management skills to ensure customer focused service provision amongst the multidisciplinary team.
- High level of communication skills required for problem solving and decision making.
- Use information and reporting systems appropriate to the position.
- Ongoing professional development of self and others.
- Understanding of teaching and learning in the health care environment (adult learning principles) with demonstrated clinical teaching and facilitation skills.