



Nurse Practitioner

Women and Girls Health Hub



Who we are

Micah Projects is a community based, not-for-profit organisation with a vision to create justice and respond to injustice at the personal, social, and structural levels in church, government, business, and society.

Micah Projects subscribes to the principle of non-discrimination that seeks to guarantee that human rights are exercised without discrimination of any kind based on race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status such as disability, age, marital and family status, sexual orientation and gender identity, health status, place of residence, economic and social situation.

We believe that every adult and child has the right to a home, an income, healthcare, education, safety, dignity, and connection with their community of choice.

Work Health and Safety

Everyone has a right to feel safe at work, and Micah Projects is committed to minimising the risk to any staff member, student, volunteer, contractor, consultant, and Board Member within the organisation. We work collectively to comply with the *Work Health and Safety Act 2011*.

What we do

Micah Projects works to break down barriers that exclude people from housing, healthcare, employment, and meaningful connections, and to give people a voice.

We support individuals and families including children to resolve crisis, break social isolation, have a home, access health and community services, and build a community.

We provide a range of support and advocacy services to individuals and families according to their needs. We ensure the immediate needs of participants are met in supportive, informed, safe, and respectful manner.

Equal Opportunity

Micah Projects is an equal opportunity employer and promotes access to employment to individuals from a diverse range of social and cultural groups. We acknowledge the First Peoples of Australia as the traditional owners of this land and support their right to self-determination and cultural expression. We recognise that Brisbane is a diverse community and acknowledge the needs of individuals, families and communities relating to age, gender, disability, sexuality, and economic status.

Working together

It is important to Micah Projects that people feel welcome, have choices, and do not experience discrimination when working with Micah Projects.

It is our aim to work with participants, each other, and our partners to respectfully share knowledge, ideas, resources, and skills in order to improve the service for the people we support, and the people who work as part of Micah Projects.

Child Safe and Vulnerable Adult Safeguarding

Children and young people are entitled to live in a caring and nurturing environment and to be protected from harm and exploitation. Micah Projects is a child-safe and child-friendly organisation that prioritises the safety and wellbeing of children and young people. We actively provide guidance for management, staff, and others in identifying and responding to concerns about the abuse or neglect of a child or young person in contact with the organisation.

We extend these principles to create safe services for all participants we work with.

Micah Projects commitment to vulnerable and marginalised populations

Micah Projects Vision and Mission articulate our commitment to actively engage with people who are marginalised, vulnerable, and in many situations present with challenging behaviour.

Working in Micah Projects, you are expected to proactively support this vision and mission whilst balancing the needs of staff to work in a supportive and safe environment.

To do this we actively work together to ensure that staff have the skills and knowledge to understand that many people who access our services do not have the ability to always regulate their emotions. This often occurs when they are frustrated, do not understand what options they have, and are impacted by substance use or alcohol. The consequences result in staff being exposed to challenging situations, for which we are committed to providing training and support to solve problems and ensure services can be maintained.

Micah Projects actively wants to adapt a shared responsibility approach for creating a resilient culture whilst providing services to our most vulnerable participants. This requires self-awareness and a proactive approach within our organisational systems. We support staff in understanding the approach and context in which we work. We encourage staff to communicate their needs within this environment and a willingness to engage in problem solving strategies whilst providing support to participants.

Micah Projects provides outreach services in the community, centre-based services and services via phone. When dealing with challenging behaviour, our goal is to always disarm people with courtesy, respect and clear communication, recognising that we may not always get it right and will learn from our participants when necessary. We recognise that many participants of Micah Projects have long histories of trauma from childhood and as adults. Whilst this is not an excuse for behaviours that are threatening to others, it is also an opportunity for participants to learn alternative ways of meeting their needs. This is how we implement a trauma informed and sensitive approach to our work.

We are committed to providing a culture of wellbeing and safety for our staff. Employees can access support and guidance internally and externally, as outlined in our Wellbeing Guide.

Position Overview

Position Title	Team
Nurse Practitioner	Women and Girls' Health Hub
Reports to	Line Manages
Women and Girls Cluster Lead	Nurse Practitioner and Women's Wellness Workers
Classification/Award	Talkin
Conditions of SCHADS Award 2010, paid in line with the QLD Nurses and Midwives Certified Agreement Grade 8	Women and Girls' Health Hub Cluster Lead
Based at	Backup when absent?
Caboolture	Nursing Team Cluster Lead

Nurse Practitioner – Primary Healthcare with special interest in Women's Health

As a primary health nurse practitioner at the Women and Girls' Health Hub, the primary responsibility is to provide multifaceted healthcare needs of those presenting, particularly those from vulnerable populations. The role demands a commitment to inclusivity and holistic health, requiring the nurse practitioner to provide a comprehensive response to participants' unmet health and social needs.

The Nurse Practitioner (NP) in this role will provide comprehensive, compassionate primary healthcare to women and girls across the lifespan, with a focus on those who experience barriers to accessing mainstream healthcare services. The NP will play a key role in delivering patient-centered care through both in-clinic and outreach services, ensuring that care is accessible, culturally appropriate, and tailored to meet the unique needs of underserved populations.

Key responsibilities include:

- **Direct Clinical Care:** Provide high-quality, evidence-based healthcare across the lifespan, addressing a wide range of primary healthcare conditions, including medical, reproductive, and mental health concerns for women and girls.
- **Barriers to Access:** Identify and address specific barriers to healthcare access such as geographic, financial, cultural, or social determinants of health.
- **Collaboration:** Work collaboratively with a multidisciplinary team, including GP's, nurses, social workers, and community health professionals, to deliver comprehensive care that is responsive to the needs of women, girls and families in the community.
- **Outreach Services:** Participate in community-based outreach programs, bringing care directly to underserved women and girls through mobile clinics, home visits, or community partnerships where required and identified that services cannot be delivered within the health hub.

- **Nurse-Led Clinical Oversight:** Provide nurse-led clinical oversight to ensure that nursing care meets established standards and best practices while fostering a supportive and empowering environment for women, girls and families.
- **Health Education and Advocacy:** Advocate for the health and well-being of women and girls, offering health education, preventative care guidance, and resources that empower patients to make informed decisions.
- **Continuity of Care:** Ensure continuity of care for participants, coordinating services and follow-up to ensure long-term health outcomes, particularly for those with chronic health conditions or complex healthcare needs.

Position Description

As a Primary Healthcare Nurse Practitioner with a special interest in women's health, you will...

provide comprehensive healthcare services to women/families experiencing marginalisation. This role involves direct clinical care, health education, and collaboration to address the complex health needs of women attending the clinic. The NP will primarily practice within the Wellspring Women and Girl's Health Hub in Caboolture and may be required to provide services in outreach locations including crisis accommodation, and outreach locations building trust with participants and working collaboratively to improve outcomes.

Stakeholder Engagement

This position is part of a team engages with the following organisations:

- True
- Women's Health Equality Qld
- Respect Inc.
- Maternity and Midwifery services
- Micah Projects YMYW program
- Caboolture Hospital
- Caboolture Satellite Hospital
- Sunshine Coast University Hospital
- Metro North Hospital and Health Service
- Caboolture Hospital
- Royal Brisbane Women's Hospital (RBWH)
- The Prince Charles Hospital (TPCH)
- Local community organisations
- Department of Housing
- Domestic and Family Violence Services
- Department of Child Safety
- Other Hospitals
- Participants
- Collaboration within the Inclusive Health Partnerships Cluster
- Other Micah Projects Clusters.

Key Responsibilities

1. Direct Comprehensive Care

- Demonstrates advanced clinical reasoning, critical thinking, and diagnostic skills to conduct comprehensive, holistic, and person-centred health assessments.
- Provides comprehensive primary healthcare for women, children, and families, including prenatal and postnatal care, paediatric assessment, and management of acute and chronic childhood illnesses.
- Delivers sexual and reproductive health services, including family planning, contraception management, STI screening and treatment, and cervical cancer screening.
- Orders and interprets diagnostic investigations (e.g., pathology, ultrasound, imaging) to support evidence-informed clinical decision-making and formulation of differential diagnoses.
- Identifies and implements pharmacological and non-pharmacological interventions within the nurse practitioner's scope of practice, ensuring safe and appropriate therapeutic management.
- Manages primary healthcare presentations, chronic diseases, acute conditions, and injuries, with a focus on women's and children's health.
- Provides preventive health services including wound management, screening, vaccination, and health promotion activities.
- Maintains accurate, timely, and comprehensive documentation of all clinical encounters and care plans using the Best Practice Management System.
- Leads and models evidence-based clinical practice, contributing to the design, implementation, and evaluation of models of care that enhance health outcomes and service accessibility.
- Practices within the Nurse Practitioner scope of practice and, when clinical uncertainty arises, consults the NMBA Decision-Making Framework and escalates care appropriately.

2. System Navigation and Care Coordination

- Utilises advanced clinical judgement to translate and integrate evidence-based knowledge into personalised, person-centred care plans.
- Coordinates care through collaboration, consultation, and referral within a multidisciplinary team to achieve optimal health outcomes.
- Acts as a clinical resource and advocate, facilitating access to appropriate health and social services to support holistic care.

3. Education and Capacity Building

- Provides health education, coaching, and counselling to individuals and families on disease prevention, self-management, and lifestyle modification.
- Develops and delivers clinical education, in-service training, and professional development programs for nurses and other healthcare professionals.
- Facilitates the development, implementation, and evaluation of clinical education materials and resources aligned with contemporary evidence and community needs.

- Acts as a mentor and preceptor, supporting the growth of emerging clinicians and promoting lifelong learning within the nursing workforce.

4. Program and Service Development

- Monitors and evaluates clinical practice using analytical and critical appraisal skills to assess health information and research evidence.
- Leads and participates in quality improvement and research projects to enhance service delivery, health outcomes, and education initiatives.
- Contributes to the evaluation and reporting of key performance indicators to demonstrate the impact of the Nurse Practitioner role and the ongoing development of the Wellspring Women and Girls' Health Hub.

5. Professional Leadership and Governance

- Advocates for safe, high-quality, and culturally responsive care, consistent with legal, ethical, and professional standards including the Nurse Practitioner Standards for Practice (2014) and Code of Conduct for Nurses (2018).
- Provides clinical leadership, supervision, and mentorship, supporting the professional development and reflective practice of colleagues.
- Demonstrates a commitment to child and vulnerable adult safeguarding, including adherence to mandatory reporting requirements.
- Upholds Work Health and Safety (WHS) principles and contributes to a safe and supportive workplace environment.
- Oversees clinic operations, including staff coordination, clinical governance, and continuous service improvement.
- Engages in stakeholder collaboration and clinical governance activities to strengthen community partnerships and improve care pathways.

6. Key Skills, Knowledge and Attributes (in Caring for Vulnerable Populations)

- Demonstrates the ability to deliver trauma-informed, culturally safe, and person-centred care to individuals with diverse and complex health and psychosocial needs.
- Uses de-escalation, negotiation, and communication skills to engage effectively with people experiencing emotional distress or challenging behaviours.
- Practices self-awareness and self-care, seeking support and debriefing appropriately in response to exposure to distressing or sensitive information.
- Effectively manages competing priorities, time pressures, and workload demands, using sound organisational and reflective skills.
- Maintains physical capability to perform community-based clinical duties, including mobility and manual handling tasks.
- Adheres to infection prevention and control protocols and uses standard precautions to minimise biological hazards and ensure patient and staff safety.

7. Service Delivery & Practice

- Promote a culture of respect, safety, and trauma informed approaches Commitment and contribution to a safe workplace as per the Work Health and Safety Act 2011, including compliance.
- Complete documentation, administration, data collection, practice and quality requirements in Micah Projects systems.
- Accountable and responsible for making sure that organisational data and records are accurate, complete, and consistent, and used in accordance with policies and procedures and agreed upon evaluation processes.
- Commitment and contribution to a safe workplace as per the Work Health and Safety Act 2011, including compliance.
- Work as a collaborative member of the multidisciplinary team, demonstrating a high level of teamwork, support, engagement, and communication reflecting the values of the organisation.
- Work as an inclusive member of the team, providing appropriate mentoring and guidance as required.
- Perform other relevant duties as assigned.

Criteria and Conditions

Criminal History Screening

- ☐ National Police Certificate ☐ Blue Card
☐ Yellow Card ☒ APHRA Registration

Driver's License

- ☒ Essential ☐ Desirable

Travel

- ☒ Essential ☐ Desirable

Assets Provided

- ☒ Work Computer ☒ Work Phone ☒ Pool Vehicle ☐ Packaged Vehicle

Essential

- Current endorsement with the Australian Health Practitioner Regulation Agency (AHPRA) as a Nurse Practitioner, with no notifications or conditions.
- Specialist expertise in primary health care and women's health - Scope of practice to include ability to manage common primary healthcare presentations and undertake comprehensive health assessments, provide an appropriate response to women's health needs, provision of reproductive healthcare, and provision of preventative screening.
- Holistic clinical assessment and diagnostic skills to identify immediate health and social needs.
- Excellent communication and interpersonal skills with the ability to work independently and as part of a multidisciplinary health and social care team.
- Demonstrated advanced clinical competence and clinical problem-solving skills to maximise patient care within the multidisciplinary team.
- Demonstrated commitment to professional practice through continuing professional development, adherence to nurse practitioner standards for practice, and maintaining the highest standards of nursing care.

- Demonstrated commitment to upholding child and vulnerable adult safeguarding principles.
- Demonstrated knowledge and use of IT systems including personal information and case management systems, data collection, and Microsoft products.
- A positive attitude, and the ability to work flexibly and proactively in a team environment and autonomously within program guidelines with a commitment to the values and principles of Micah Projects to meet community needs.
- Demonstrated commitment to cultural diversity and a working knowledge of equity and Work Health and Safety principles in the workplace.

Desirable

- Experience working with individuals who have addiction and mental health challenges.
- Tertiary post-graduate qualification in nursing or relevant specialty e.g., Drug and Alcohol, Mental Health, Women's Health, Primary Health Care.
- Tertiary post-graduate in sexual and reproductive health.

General Conditions

- All employees are to practice the values of Micah Projects, as outlined in the Code of Conduct.
- Appointment to this position will be subject to a criminal history check, as outlined in the organisational Criminal History Screening Policy. All employees are required to cover the cost of this.
- All employees are to have valid working rights in Australia.
- All employees must utilise Micah Projects systems to facilitate the quality of the organisation's work and services. This includes, but is not limited to, Microsoft Office suite, Quality, Human Resource, Finance, Data and Case Management Systems, Best Practice software.
- Employment in this position is subject to continued funding.
- Employment may involve work or training outside of normal business hours.
- All employees will comply with Workplace Health and Safety legislation as outlined in organisational policy and procedures.
- All employees are required to engage in support and coaching through the organisational performance development system.

Acknowledgement

I have read this Position Description and understand the requirements and responsibilities of this position as part of my employment with Micah Projects

Employees Name _____

Signed _____

Date _____