

Job and Person Specification

Job Title: Sexual Health Nurse

Job Type: RN/RM1

Job Location: SHINE SA Woodville, Davoren Park and Hyde St, Adelaide

About SHINE SA

SHINE SA provides comprehensive and integrated sexual and reproductive health services and programs. Founded in 1970 as the Family Planning Alliance of South Australia, SHINE SA retains an approach founded on the principles of bodily autonomy and choice and prioritises services for populations with the highest needs and vulnerabilities to poorer health outcomes.

Our Vision

Sexual health and relationship wellbeing for all.

Our Purpose

To provide a comprehensive approach to sexual, reproductive and relationship health and wellbeing by providing quality education, clinical, counselling and information services to the community.

Our Values

Creative – New opportunities come from open minds seeing beyond the ordinary to all that is possible.

Knowledgeable – Educated and professional to deliver the best possible services.

Respectful – Deep admiration for the diversity of abilities, qualities and rights of all people.

Genuine – Everyone matters; we are real, honest, authentic and sincere.

Passionate – Heartfelt energy, commitment and belief drives our relationships, work and services.

Our Communities

SHINE SA's communities of interest include:

- Young people (aged 30 years and under)
- Aboriginal and Torres Strait Islander people
- LGBTIQ+ people
- People with disabilities
- People with lived experience of mental health challenges
- People from culturally and linguistically diverse backgrounds
- Sex workers
- People living with HIV
- People living in regional, rural and remote SA.

Position Summary

SHINE SA Sexual Health Nurses/Midwives work within the RN/RM Scope of Practice to enhance community sexual health by planning, implementing, and evaluating a broad range of Sexual Health clinical services.

Supervisor/Line Manager

Clinical Lead – RN/M

Direct Reports

Nil

Key Relationships/Interactions

Internal: Clinical and Counselling Services Division, all SHINE SA staff

External: South Australian Community, partner agencies, health professionals

Work Health & Safety (WHS) Responsibilities/Duties

Adhere to all WHS policies and procedures during work.

Report any incidents or near-misses and contribute to creating a safe working environment for all staff.

Key Result Areas/Main Duties

Clinical Services Delivery

Sexual Health Promotion & Education

- Conduct individual assessments and provide accurate sexual health information.
- Identify sexual health issues early and provide appropriate referrals and advocacy.
- Deliver health education to individuals, community members, and professional groups.
- Support staff development and advocate for sexual health in various sectors.

Clinical Services & Patient Care

- Deliver, manage and coordinate person-centred sexual health care including cervical screening tests and assisting with IUD insertions.
- Demonstrate accurate documentation and compliance with clinical guidelines.

Compliance & Accountability

- Uphold SHINE SA's Quality Management System, values, policies, and strategic directions.
- Maintain professional confidentiality and demonstrate exceptional customer service.
- Engage in performance planning and continuous professional development.
- Ensure compliance with compulsory reporting and accountability standards.

Community Engagement & Access

- Gather client feedback and contribute to research and statistical data collection.

- Advocate for improved sexual health awareness and services in rural and remote areas.

General Duties & Continuous Improvement

- Respond efficiently to internal and external inquiries.
- Exhibit strong problem-solving skills and initiative.
- Undertake any additional duties as required.

Organisational duties

- Participate in and contribute to organisational activities where requested
- Participate in and contribute to continuous quality improvement and accreditation activities as requested and required

Performance Outcomes/Success Metrics

Health Promotion & Education – Increased client knowledge, positive feedback, and education session participation.

Clinical Care – Compliance with guidelines, high client satisfaction, accurate documentation, and early issue detection.

Workforce Development – Improved staff competency, mentoring provided, and participation in research.

Leadership & Compliance – Adherence to policies, completion of performance goals, and legal compliance.

Community Engagement – Enhanced access to services, increased inquiries, and rural collaboration.

Operational Efficiency – Timely responses, problem-solving, and service improvements.

Selection Criteria

Qualifications, Skills and Experience

- Registration as a Registered Nurse and/or Midwife with the Nursing and Midwifery Board of Australia and holds a current practising certificate through the Australian Health Practitioner Regulation Agency (AHPRA).
- SHINE SA Certificate in Sexual Health for Registered Nurses and Midwives theoretical components preferred (full completion not essential), or equivalent, or demonstrated interest in sexual health
- Cervical Screening provider.
- Minimum 2 years post graduate experience.
- Values alignment with and commitment to SHINE SA's vision, mission and organisational values is essential.
- Experience working with and knowledge of SHINE SA's communities of interest will be highly regarded.



Job and Person Specification Acknowledgement and Acceptance

I have read and understand the responsibilities and expectations outlined in this position description. By signing below, I acknowledge that I will perform the duties to the best of my ability and understand that my performance will be evaluated in relation to these responsibilities.

Employee Signature: _____ Date: _____

Employee Name: _____