



Martin Luther Homes Boronia Inc.

67 Mount View Road, The Basin, VIC, 3154

+61 (03) 9760 2100

info@martinlutherhomes.com.au

ABN: 23 273 262 009

Position Description

Position Title	Nurse Unit Manager
Division	Residential Aged Care
Workplace	This is a full-time onsite role based at our The Basin facility
Department	Wattle House – SDCP
Reports to	Director of Nursing

Join Our Team as a Nurse Unit Manager – Specialist Dementia Care Program (SDCP)

Martin Luther Homes

Martin Luther Homes (MLH) is a standalone, niche boutique aged care facility located in The Basin, Melbourne. We offer **residential aged care, a retirement village, Transition Care (TCP) and short-term restorative care (STRC)**, striving to provide a welcoming, individualised home environment for older Australians. Our vision is to create a space where older people receive **holistic, compassionate care that enhances their quality of life.**

Our Vision

For Martin Luther Homes to be a leader of seniors' housing and integrated aged care services for the community, with an emphasis on German culture and providing spiritual care for its older people and professional support and training for all its staff.

Our Values

Protection

Teamwork

Professionalism

Adaptability

Accountability

About the Specialist Dementia Care Program (SDCP)

The **Specialist Dementia Care Program (SDCP)** is a national initiative designed to provide **high-quality, restraint-free dementia care** in a dementia-friendly setting. The program aims to:

- **Stabilise or reduce behavioural and psychological symptoms** of dementia within an average of 12 months.
- **Transition older people** into less intensive care settings once SDCP care is no longer required.
- **Collaborate** with state and territory government services, Dementia Support Australia, and Severe Behaviour Response Teams.
- **Enhance quality of life** for people living with very severe dementia behaviours.

Key Responsibilities

As the **Nurse Unit Manager**, you will:

- Lead the **operational and clinical management** of the SDCP unit in alignment with MLH policies and procedures.
- Ensure **safe, high-quality, and evidence-based nursing care** in accordance with the Australian Nursing Council (ANC) national competency standards.
- Provide **clinical leadership and mentorship** to nursing and care staff.
- Promote **person-centred, goal-oriented care**, focusing on rehabilitation and capability-building to support older persons in transitioning out of SDCP.
- Work closely with the **MLH Management team** to maintain quality improvement processes and compliance with relevant statutory requirements.
- Supervise and collaborate with **healthcare professionals, older people, and carers** to deliver best-practice care.
- Maintain **effective communication** across teams and stakeholders, including older people and their families.
- Oversee **risk management and infection control** in line with MLH policies.
- Participate in **team meetings, staff training, and professional development** under the National Dementia Education and Training Standards Framework.
- Monitor and manage **staff performance**, ensuring a supportive, high-functioning work environment.



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Key Selection Criteria

Essential:

- Registered Nurse with **AHPRA** registration.
- Proven experience in **aged care, dementia care, or inpatient care**, with a strong understanding of **behavioural and psychological symptoms of dementia (BPSD)**.
- Strong **clinical leadership and management** experience.
- Knowledge of **Aged Care Quality Standards and quality improvement** practices.
- Commitment to **ongoing professional development** with computer literacy.
- Ability to **work collaboratively** in an interdisciplinary team.
- Working towards or possessing **post-registration qualifications** in **Dementia or Gerontology**.
- Ability to **identify and respond to clinical deterioration** in older people.

Desirable:

- Experience in a **Specialist Dementia Care Program (SDCP)** or an **older persons' mental health unit**.
- Food Safety Certificate (can be completed as part of onboarding at MLH).

Mandatory Requirements

- **National Police Record Check**.
- **Working with Children's Check**.
- **AHPRA registration**.

Why Join MLH?

- **Attractive Grade 4 salary package** with additional benefits.
- **Supportive, innovative work environment** with a commitment to staff development.
- **Opportunity to lead a specialised dementia care unit**, making a meaningful impact in older persons' lives.
- Be part of a **standalone boutique aged care facility** focused on person-centred, high-quality care.



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If you are a **passionate and experienced Nurse Unit Manager** looking for a rewarding leadership role in dementia care, we'd love to hear from you.

Apply now to become part of the Martin Luther Homes family and help shape the future of specialised dementia care.

For further inquiries, don't hesitate to get in touch with Elise Gowans on 03 9760 2167