

Position Description

Position title	Clinical Fellow in Paediatric Nephrology
Department / Division	Nephrology
Classification	HM 25 - HM 30; Full time; Fixed Term
Position reports to	Director of Nephrology
No. of direct & indirect reports	N/A
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids.

The Royal Children's Hospital
<p>The Royal Children's Hospital's (RCH) vision is <i>a world where all kids thrive</i>.</p> <p>RCH is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts.</p> <p>RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria, Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of \$850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries.</p> <p>We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards https://www.rch.org.au/quality/child-safety/.</p> <p>RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.</p> <p>Further information on RCH is available at www.rch.org.au</p>

ROLE CONTEXT
<p>The Department of Nephrology sits within the Division of Medicine at RCH, Melbourne. The Nephrology team consists of medical, nursing and allied health staff providing collaborative, specialist care for children with acute and chronic kidney conditions, including congenital anomalies, nephrotic syndrome, glomerulonephritis, and end-stage renal disease.</p> <p>The department oversees inpatient and outpatient services, dialysis programs, and kidney transplantation, working closely with other subspecialties to deliver integrated, family-centred care.</p>

Clients include infants, children, and adolescents from across Victoria and neighbouring regions, often referred for tertiary-level assessment and management. The department is committed to clinical excellence, continuous improvement, and education, with a strong focus on multidisciplinary collaboration and evidence-based practice. Looking ahead, the team aims to enhance service delivery through digital health innovations, streamlined care pathways, and expanded outreach to regional centres, ensuring equitable access to high-quality nephrology care.

ROLE PURPOSE

The Department of Nephrology at RCH provides clinical services, research and academic programs of excellence in infants, children and adolescents with disorders of the kidney, urinary tract, and associated metabolic systems. The department offers a comprehensive management program for all stages of chronic kidney disease, including peritoneal dialysis, haemodialysis and transplantation. Recent initiatives include commencement of a comprehensive renal genetics service and development of apheresis service in partnership with haematology and oncology.

The Nephrology Fellow is directly responsible to the ward Consultant for the management of inpatients and inpatient referrals. The Fellow is expected to have an up to the moment understanding of the disposition of all of the patients and, in the case of seriously ill patients they are expected to supervise the management of such patients to the exclusion of other duties. The Nephrology Fellow will supervise the Nephrology SRMO and will be expected to interact closely and cooperatively with the nurse co-ordinators involved in transplantation, peritoneal dialysis and haemodialysis.

The Nephrology Fellow is expected to actively manage patients in an ambulatory care setting. Approximately 100 new patients would be seen each year and several hundred review patients followed by the Fellow as principal tertiary health carer. This work would take place under the supervision of the Nephrology consultants. The Nephrology fellow is expected to ensure that admissions for renal biopsy, and renal surgery including vascular access or transplantation is facilitated and runs smoothly.

KEY ACCOUNTABILITIES

1. Patient Care Activity
 - Medical management of patients with renal or urological problems.
 - Management of patients with acute kidney injury and its complications.
 - Management of patients with all stages of chronic kidney disease and its complications.
 - Care of patients on dialysis (haemodialysis and peritoneal dialysis, inpatient or out of hospital)
 - Patients on extra-corporal treatment including plasma exchange.
 - Care of patients pre-transplant, during transplantation and post renal transplantation.
 - Participation in specialists clinics (vasculitis, antenatal counselling, telehealth)
2. Teaching
 - Participation in department teaching is expected, this will include formal and informal teaching of allied Health professionals, medical and nursing staff.
 - Teaching of the renal registrar, allied health or nursing staff weekly.
3. Research:
 - Collaboration and involvement in clinical research within the department.
 - Authorship of at least one peer review publication per year.
 - Participation in one quality improvement project or completion of a clinical practice guideline.
4. Presentations:
 - Presentation at an international, national or local meeting.

QUALIFICATIONS AND EXPERIENCE

Essential:

- MMBS or equivalent
- Completion of the written and clinical examination in paediatrics (RACP) or accepted equivalent
- Eligibility for registration with the Australian Health Professionals Regulation Agency (AHPRA)

Desirable:

- Advanced Trainee in Nephrology is preferred, although Advanced Trainees in General Paediatrics or other subspecialties will be considered.
- Applicants trained outside Australia and New Zealand will be assessed for suitability on a case by case basis.

KEY SELECTION CRITERIA

- Documented knowledge and clinical skills in renal medicine and paediatrics
- Possesses leadership and management skills.
- Demonstrates effective communication, interpersonal and negotiating skills
- Ability to work as part of a multidisciplinary team
- Evidence of emerging or established research skills

OTHER REQUIREMENTS

- Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment
- Employees are required to maintain a valid Working with Children Check throughout their employment
- A current, full driver's licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g. wearing glasses) while undertaking hospital duties (If applicable)
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Curious - We are creative, playful and collaborative
- Courageous - We pursue our goals with determination, ambition and confidence
- Inclusive - We embrace diversity, communicate well, build connections and celebrate our successes together
- Kind - We are generous, warm and understanding

RCH COMPACT

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- We do better work caring for children and families when we also care for each other
- I bring a positive attitude to work – I share, I laugh, I enjoy other's company
- I take responsibility for my behaviour and its impact on others
- I am curious and seek out ways to constantly learn and improve
- I celebrate the good stuff, the small stuff, the big stuff – it all matters

- I speak up when things aren't right
- I value the many different roles it takes to deliver great patient care
- I actively listen because I want to understand others and make better decisions
- I am inclusive and value diversity
- When it comes to teamwork, I don't hold back – I'm all in

QUALITY, SAFETY AND IMPROVEMENT

RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures
- Identifying risks, reporting and being actively involved in risk mitigation strategies
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTQI community and people with disability.

Position description last updated

May 2026