

Position Description

Position title	Consultant Psychiatrist – Brimbank Melton Children's Local
Department / Division	Mental Health/ Medicine
Classification	In accordance with the Medical Specialists (Victorian Public Health Sector) (AMA Victoria/AAMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026
Position reports to	Director Mental Health
No. of direct & indirect reports	N/A
Location	The Brimbank Melton Children's Local 499 Ballarat Road Sunshine (moving to a location in Caroline Springs in 2026) Some work from home available
Risk category	Category B - works in a patient facing setting but rarely or unlikely to have contact with blood or body fluids (or aerosols without PPE)

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 Brimbank Melton Children's Local operates as an integrated service with paediatrics, allied health, mental health and family services working in an integrated model of family-centred community care. The lead agency within the Local is IPC health with the RCH and Western Health partner agencies. RCH employs and provides clinical and operational governance for the mental health clinicians. Mental Health Clinicians contribute to integrated assessment, intervention and support to children and their families aged 0-11 with mild to moderate psychosocial and developmental challenges, with an emphasis on prevention, early intervention and empowerment of families and communities, consistent with the recommendations that came out of the Royal Commission into Victoria's Mental Health System (2021).</p>
ROLE PURPOSE
<p>The Psychiatrist will provide the clinical leadership and governance to Local clinicians and work in a partnership with the Team Coordinator of the Mental Health clinicians to manage the clinical performance of the Local.</p> <p>As well as direct clinical care, the Psychiatrist will supervise the clinical staff, including trainees. It is expected that the Psychiatrist will contribute to the clinical governance of the overall Local and form strong partnerships with paediatricians working in the paediatric component of the service.</p> <p>The Psychiatrist will form strong partnerships with the psychiatrist in the Mid-West Level 5 CAMHS team to facilitate step-up and step-down care of infants and children and their families between the two tiers of the system.</p> <p>Flexible work options, including working from home arrangements will be made available, as well as access to Employee Assistance Program (EAP) and a range of other staff wellbeing initiatives.</p>
KEY ACCOUNTABILITIES
<p>Direct clinical delivery</p> <ul style="list-style-type: none"> • Provide assessment and clinical intervention to infants and children and their families, both face to face and via telehealth, as well as supervising other clinicians to provide assessment and clinical interventions • Provide support as required to RCH Mental Health community teams to ensure high quality care alongside the community team consultant psychiatrists and paediatricians • Participate pro-rata in the RCH Mental Health after-hours on-call roster for psychiatrists <p>Service leadership and development</p> <ul style="list-style-type: none"> • Provide leadership through modelling a high standard of professional and interpersonal skills, attitudes and behaviours • Collaborate effectively with community consultant psychiatrists and RCH-based infant psychiatrist and team and other clinical and service leaders to ensure inter-disciplinary clinical care is of a consistently high standard • Contribute expert clinical decision-making to policy and procedure development to improve care delivered in the Local. • Participate in bi-monthly supervision with the Director for tracking work plans for the year, and managing competing demands for clinical, service and training activities • Participate in the RCH annual performance appraisal process (PDAP) • Advocate for a service culture of evidence-based and outcomes-driven practice, continual learning and improvement

QUALIFICATIONS AND EXPERIENCE

Essential:

- Registration as medical practitioner and Fellowship of the Royal Australian and New Zealand College of Psychiatrists or equivalent qualification
- Completion of accredited advanced training in child and adolescent psychiatry
- Extensive experience in working in the mental health sector and sound knowledge of the relevant legislation pertaining to Mental Health.
- Experience in establishing and maintaining well-functioning relationships with mental health, medical and other health, education and welfare service colleagues
- Excellent clinical skills and a commitment to professional development

Desirable:

- Accreditation as an RANZCP Supervisor

KEY SELECTION CRITERIA

- Highly developed clinical skills in psychiatry and demonstrated competence in specialist mental health care of infants and children and their families
- Extensive knowledge of contemporary models of specialist mental health care for infants and preschool children
- Excellent communication and clinical leadership skills, and evidence of achievement in service or program development
- Demonstrated capacity to collaborate in the design and implementation of new services in infant and child mental health
- Demonstrated capacity to provide effective supervision
- Demonstrated capacity to deliver education and training for mental health and family service providers

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 LGBTIQI community and people with disability.

Position description last updated

November 2025