



Position Description

Position title	Primary Infant Psychiatrist-Community
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	RCH 50 Flemington Road Parkville
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	
	The Royal Children's Hospital's (RCH) vision is A world where all kids thrive.
	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.
	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.
	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/ .
	RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.
	Further information on RCH is available at www.rch.org.au

ROLE PURPOSE	
	The Primary Infant Psychiatrist-Community (PIP-C) is accountable for overseeing the delivery of infant and early childhood mental health services (0-4 years) in the community-based teams of RCH Mental Health (RCH MH) namely the Travancore, Midwest and South west mental health teams. The role works in collaboration with the Infant Mental

Health Coordinator, the consultant psychiatrists of the three community teams and senior clinicians working for the mental health care of consumers who are 0-4 years, and their families. The role is responsible for ensuring that the model of care is most up to date in evidence and quality, the staff have the required skills and training to deliver high quality services to the consumers and families and that the service has strong internal and external collaborations with key stakeholders.

The role includes the direct clinical care of infants, young children and their families, the supervision of consultant psychiatrists, psychiatry trainees and leading the training and supervision of the multi-disciplinary staff group, with the Infant Mental Health Coordinator. It involves leading quality improvement activities and advocacy for infant and preschool mental health as well as working with lived experience leaders in providing a voice for infants and young children. The role will include further development of collaboration with child safety and child and family agencies working with infants and pre-schoolers with mental health vulnerabilities. The role will work collaboratively with the hospital based infant psychiatrists to provide seamless care for infants requiring mental health input, referred across campuses.

KEY ACCOUNTABILITIES

Direct clinical care

- In conjunction with other Infant Mental Health (IMH) clinicians in the community MH teams to provide mental health assessment and therapeutic intervention for the referred infants and pre-schoolers
- Develop and deliver with the IMH coordinator and clinicians, evidence-informed therapies for distressed infants and families referred to RCH
- Provide cover for the hospital based infant psychiatrists whilst they are on leave

Supervision and teaching in infant mental health

- Provide leadership in creating and delivering training in infant mental health at basic and advanced levels, for all staff
- Provide leadership in creating a supervision structure and matrix for consultant psychiatrists, psychiatry trainees and the multidisciplinary group of staff.
- Ensure the currency of skills in staff through ongoing refresher training and high quality supervision

Service leadership and development

- Provide leadership in creating and maintaining the model of care for 0-4 years mental health and ensuring it is most up to date and evidence informed.
- Support engagement of parents with lived experience in developing services for infants and toddlers and parents providing a voice for young children
- Collaborate effectively with consultant psychiatrists and other clinical and service leaders across RCH Mental Health 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 to infants and pre schoolers
- 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)
- Participate in the after-hours on-call roster for psychiatrists
- Advocate for a service culture of evidence-based and outcomes-driven practice, continual learning and improvement

QUALIFICATIONS AND EXPERIENCE

- Registration as medical practitioner and Fellowship of the Royal Australian and New Zealand College of Psychiatrists or equivalent qualification
- Completion of accredited postgraduate training in child and adolescent psychiatry
- Completion of further recognised training in infant psychiatry
- Several years' experience in infant mental health working at consultant level
- Extensive experience in working in the mental health sector and sound knowledge of the relevant legislation pertaining to Mental Health.
- Accreditation as an RANZCP Supervisor
- Excellent clinical skills and a commitment to training, service development and one's own professional development

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's Check throughout their employment.
- A current, full drivers' licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (eg wearing glasses) while undertaking hospital duties
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

KEY SELECTION CRITERIA

- Highly developed clinical skills in psychiatry and demonstrated competence in clinical mental health practice with infants, children, adolescents and families.
- Excellent communication and leadership skills, and evidence of achievement in service or program development
- Demonstrated capacity to provide effective supervision
- A demonstrated capacity to deliver education and training for mental health and family service providers
- Experience in establishing and maintaining well-functioning relationships with psychiatric and medical colleagues

Desirable

- An interest in teaching and research with publications in refereed journals in the field of mental health

IMPORTANT INFORMATION

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

- Unity - We work as a team and in partnership with our communities.
- Respect - We respect the rights of all and treat people the way we would like them to treat us.
- Integrity - We believe that how we work is as important as the work we do.
- Excellence - We are committed to achieving our goals and improving outcomes.

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, all members of the LGBTQI community and people with disability.

Position description last updated	December 2025
--	----------------------