**Position Description**

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| **Position title** | **NEURODEVELOPMENT & DISABILITY FELLOW 2026** |
| **Department / Division**  | NEURODEVELOPMENT AND DISABILITY DEPARTMENT |
| **Classification** | HM 25 – HM30  |
| **Position reports to** | Operational: Dr Gordon Baikie Director of Neurodevelopment and Disability Department. |
| **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.  |

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| **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](http://www.rch.org.au)  |

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| **ROLE CONTEXT:** |
| Neurodevelopment and Disability Fellow 2026 - The provision of acute and long-term care of children with complex developmental disabilities. Commencing February 2026 - 12month fixed term/Job share will be considered. |

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| **ROLE PURPOSE** |
| The position will provide opportunity for excellent training for those considering a career in, or a substantial commitment, to the field of Neurodevelopment and Disability. The Fellow will be involved in research in the department and they will also be responsible for patient care. It is anticipated that the Fellow will predominantly spend their time in clinical activities and but will have the opportunity to perform or participate in research. |

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| **KEY ACCOUNTABILITIES** |
| * In-patient ward rounds, provide advice to Resident and Registrar when required
* Assess and manage children with disabilities, complete all correspondence and paperwork in a timely fashion
* Consult and liaise with community facilities that care for children with disabilities
* Participate in on-call for the inpatient activity of the department
* Attend relevant courses conducted by the Centre for Clinical Epidemiology and Biostatistics, the University of Melbourne and other sessions/courses that are deemed helpful
* Participate in departmental educational activities, particularly the department journal club and morbidity and mortality monthly meetings
* Be involved in the teaching of medical students, paediatric residents and registrars, and other groups as requested by the area of disability in childhood
* When available, participate in educational activities available through the Royal Children’s Hospital, The Murdoch Children’s Research Institute and the University of Melbourne
* Demonstrate RCH values of unity, integrity, excellence and respect
* Adhere to the RCH code of conduct, policies and procedures which incorporates RCH’s organizational expectations of employees and managers as amended from time to time. This includes but is not limited to, Health and Safety, Quality, Business Continuity and Risk Management Responsibilities.
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| **QUALIFICATIONS AND EXPERIENCE** |
| * Eligible for medical registration in Australia
* MBBS or equivalent plus Part 1 FRACP or completed FRACP
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| **KEY SELECTION CRITERIA** |
| * Demonstrated skills in Paediatric Medicine
* Strong interest in and commitment to, the field of neurodevelopment and disability in childhood
* Interest in research and the importance of evidence based practice
* Well - developed Interpersonal skills
* Good time management skills
* A flexible and positive approach to work
* Ability to relate to children with disabilities and their families
* Ability to work in a multi-disciplinary team, respecting the input of all team members
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| **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.
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| **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.** |

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| **Position description last updated** | **Feb 2024** |