

Position Description

Position title	Anaesthesia Technologist - Clinical Facilitator
Department / Division	Anaesthesia & Pain Management /Surgery
Classification	TF10Z
Position reports to	Manager, Anaesthetic Technologist's
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
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 is committed to staff safety and positive culture through enactment of our Compact. Further information on RCH is available at www.rch.org.au

ROLE PURPOSE
The Clinical Facilitator for Anaesthesia assistants provide clinical support and designs educational initiatives to enhance the clinical skills, confidence, and professional development of Anaesthesia assistants. This position guarantees the implementation of evidence-based education programs that align with organisational goals and cater to individual learning requirements. The role involves advancing the position of Anaesthesia assistants to ensure all meet the department's and hospital's ongoing competencies and learning requirements per PSO8 requirements and all hospital-based learning requirements.

KEY ACCOUNTABILITIES

- Fulfill responsibilities of this role in accordance with Royal Children's Hospital Values – see below.
- Provide expert clinical guidance and education to ensure evidence-based practices are followed support Anaesthesia Assistants in complex clinical situations, promoting critical thinking and problem-solving.
- Facilitate orientation of new staff, graduates, and students, ensuring effective integration into clinical settings.
- Conduct clinical teaching in the clinical environment to reinforce learning Collaborate with staff to ensure consistent delivery of high-quality, patient centred care and the development, coordination and implementation of programs and educational activities for anaesthesia assistants.
- Advanced knowledge of EMR applications and ability to provide EMR education.

Optimising Health Systems :

- Identify areas for improvement in clinical workflows and contribute to development.
- Support the introduction of new technologies, systems, or practices by providing targeted education and training.
- Collaborate with multidisciplinary teams to streamline processes and enhance patient outcomes.
- Ensure alignment of clinical education initiatives with organisational priorities and operational demands.
- Employs advanced skills in data management for timely and measurable reporting of Anaesthesia Assistants' engagement in education and training.
- Contribute to the quality improvement of the workgroup by participating in staff meetings, committees, working parties and research and evaluation activities.
- Maintain professional conduct through complying with A.A.A.H.P. Code of Conduct, RCH Policies and Procedures, ANZCA policy documentation.
- Assist in the supervision/mentoring of other assistants.

QUALIFICATIONS AND EXPERIENCE

- Diploma of Paramedical Science (Anaesthesia), BSc Operating Department Practice or equivalent.
- Registration with Australian Anaesthesia Allied Health Practitioners {AAAHP}
- Evidence of ongoing Professional development.
- Paediatric experience desirable.
- Demonstrates advanced strategic thinking skills when developing, implementing and evaluating education initiatives.
- Develop and maintain structured learning pathways for staff at all levels.
- Tailor educational content to meet diverse learning needs, incorporating innovative teaching methodologies and technologies.
- Facilitate reflective practice sessions, debriefs, and case reviews to promote continuous learning.
- Maintain accurate and up-to-date records of education activities, competencies, and outcomes.
- Leads the coordination of curriculum review and development in conjunction with key stakeholders.
- Coordinates and/or teaches theoretical and practical paediatric Anaesthesia Assistants education within programmes, study days and/or activities. Develops education and learning opportunities that support the introduction of new skills and technologies in clinical areas and contributes to hospital-wide education programs.
- Certificate IV in workplace training and assessment, or a willingness to pursue it.

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.

KEY SELECTION CRITERIA

- Ability to work well under pressure and to be flexible to changing priorities.
- Comprehensive knowledge of specialist equipment used by the Anaesthetist and can operate with a high degree of accountability and autonomy.
- Demonstrated ability to work within a multi-disciplinary team.
- Effective time-management and organisational skills.
- Well-developed interpersonal and communication skills – both verbal and written; Knowledge of various medical equipment and terminology. Demonstrated advanced clinical skills and knowledge in a relevant specialty area Anaesthesia.
- Experience in providing expert guidance and support in complex clinical scenarios
- Proven ability to design, deliver, and evaluate education programs for diverse learner groups
- Experience in competency-based assessments and creating structured learning pathways
- Familiarity with contemporary teaching methodologies and technologies, including simulation
- Demonstrated capacity to lead and support change initiatives within clinical and educational settings
- Strong ability to influence practice improvements and foster a positive learning culture
- Proven experience in mentoring, coaching, and building professional relationships
- Commitment to promoting evidence-based practice in education and clinical care
- Strong organisational and time-management skills, with the ability to manage multiple priorities effectively
- Proficiency in using learning management systems, simulation tools, and other digital education platforms
- Demonstrated commitment to continuous professional development for self and others
- Relevant clinical experience within a paediatric acute care setting
- Proven experience in small group teaching and group presentations
- Ability to lead, coordinates and facilitate clinical educational programs
- Demonstrated skills in developing and evaluating educational programs
- Excellent interpersonal skills
- Demonstrated commitment to clinical education of others
- Ability to motivate, support and encourage staff to further develop clinical and professional skills
- Demonstrated commitment to evidence-based Anaesthesia Assistants practice and quality improvement.
- Demonstrated commitment to ongoing personal and professional development.
- Digital competence using clinical information systems, Microsoft office and data management and EMR

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 May 2025