

Position Description

Position title	Art Therapist Grade 1
Department / Division	Department of Child Life Therapy and Music Therapy, Division of Ambulatory Services and Allied Health
Classification	AT 52 – AT 54 Art Therapist Grade 1 Year 2 to Art Therapist Grade 1 Year 4
Position reports to	Operational: Manager Child Life, Music, Art and Garden Therapies Professional: Manager Child Life, Music, Art and Garden Therapies
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

Art Therapy at the RCH is part of Allied Health and consists of a team of professional ANZACATA Art Therapists (AThR) who provide clinical art therapy services to infants, children, and adolescents with a range of medical conditions. The team of Art Therapists support patients using targeted therapy sessions to assist with aspects of their hospital experience. The aim of Art Therapy is to use the process of art to provide therapeutic mental health support, through a range of face-to-face services and resourcing.

ROLE PURPOSE

Grade 1 Art Therapist role provides clinical art therapy programs to infants, children, young people and their families within the Child Life, Music, Art and Garden Therapies department at the Royal Children's Hospital. The role aims to deliver the best outcomes for patients and families while working in close collaboration with art therapy staff, medical, nursing, and other allied health staff; as well as the patients/families themselves and other external service providers. As a member of the multidisciplinary team the Art therapist will participate in team activities including meetings and administrative tasks as required.

KEY ACCOUNTABILITIES

Excellence in Healthcare

- Deliver excellent Art Therapy services as required to infants, children and families presenting with a broad range of complex needs.
- Maintain clinical documentation, records, and data as per discipline specific guidelines and RCH procedures.
- Provide clinical handover to required standard.
- Actively contribute to continuous improvement.
- Develop and update treatment protocols for areas of own clinical practice.

Lifelong Learning

- Participate in professional development activities to ensure that best clinical practice is maintained.
- Engage in reviewing, reflecting, and evaluating own practice.
- Continue to be an active member of own supervision practice.

Collaborative Practice

- Provide child-centred, family-focused care through partnership with parents/ families.
- Work in collaboration with multidisciplinary teams.
- Demonstrate ability to cooperate and work well with others in the pursuit of team goals.
- Actively participate as part of a team to ensure ongoing excellence in service delivery and contribute to continuous improvement.

Communication

- Demonstrate well-developed verbal communication and interpersonal skills and attention to detail with the ability to interact with a variety of stakeholders.
- Communicate effectively with patients and families to ensure their understanding and that their needs and views are included in plans and actions.
- Act to remove personal barriers to effective communication.
- Take collective ownership of problems.
- Consider different points of view and compromise, where necessary and appropriate, to reach consensus.

Continuous Improvement

- Actively contribute, as an individual and as a member of a team, to the continuous improvement of health care quality and patient safety.
- Act to reduce error and sources of risk in own practice.
- Escalate risk appropriately within the healthcare team.
- Achieve and maintain competency in relevant skills in line with departmental requirements relevant to the role.

Supervision, Leadership and People Management

- Participate in clinical supervision in accordance with local standard operating procedures and/or the RCH Allied Health Clinical Supervision Guideline which are based on the DHHS Allied Health Clinical Supervision Framework.

Research

- Understand the principles of evidence-based practice.
- Find, critically review, evaluate, and interpret literature and apply to current role/service.
- Share evidence e.g., present at journal club, special interest groups, conferences, and scientific meetings.
- Work with team/department to identify research gaps and takes opportunities to engage academic partners.

QUALIFICATIONS AND EXPERIENCE

Essential:

- Completion of a Master of Art Therapy from an accredited university.
- Be a professional Member of ANZACATA - the peak professional association for Creative Arts Therapies in Australia, New Zealand, and Asia.

Desirable:

- Experience with children and families from diverse backgrounds and with complex needs.
- Previous work with infants, children, and adolescents.
- Previous experience of Art Therapy within an acute hospital or health related context.

KEY SELECTION CRITERIA

- Demonstrated interest and capacity to work with children to optimise their developmental growth.
- Demonstrated ability to provide assessment and delivery of Art Therapy services within the context of family centred care.
- Experience in the delivery of individual and group art therapy programs.
- Demonstrated knowledge of art therapy theory and its application to therapeutic practices.
- Commitment to building professional skills and capacity.
- Excellent communication, organisational and time management skills
- Proven ability to work independently and collaboratively with a multi-disciplinary framework.
- Experience working in a hospital or health related context.

- Commitment to own ongoing supervision and reflective practice.
- Highly motivated, with demonstrated enthusiasm and initiative.

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
- 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

June 2026