

Position Description

Position title	Senior Clinical Neuropsychologist
Department / Division	Children's Cancer Centre, Division of Medicine
Classification	Grade 3 Year 1 – Grade 3 Year 4 (PL1-PL4)
Position reports to	Operational: Psycho-Oncology Team Leader, Children's Cancer Centre Professional: Co-ordinator of Neuropsychology, Psychology Department
No. of direct & indirect reports	n/a
Location	The Royal Children's Hospital, 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 CONTEXT

This role sits within the Psycho-oncology Team in the Children's Cancer Centre within the Division of Medicine. Our team works closely with families, carers, and other health care professionals to ensure the best outcomes for our

patients. The Psycho-oncology Team works closely with families, carers, and other health care professionals to ensure the best outcomes for our patient by practicing a trauma-informed, family centred approach.

ROLE PURPOSE

As a member of a multidisciplinary Psycho-oncology team in the Children's Cancer Centre (CCC), the Senior Clinical Neuropsychologist is responsible for the provision of neuropsychological services to children and adolescents diagnosed with cancer including those enrolled on clinical trials. This role involves leadership and supervision of CCC neuropsychologists and neuropsychology students and management of referral and patient databases. This role includes appropriate assessment and management of patients referred from the CCC. This role includes attendance at relevant clinical and administrative meetings and liaising with team members and CCC staff as required. In addition, the incumbent is expected to attend relevant meetings in the RCH Psychology Service including peer supervision, professional development, and administrative meetings.

KEY ACCOUNTABILITIES

Provision of Care:

- Deliver excellent evidence-based practice to children, young people and their families who are patients of the RCH CCC.
- Provide specialist neuropsychological assessment and management of children and adolescents referred from the CCC and those who are enrolled on clinical trials.
- Prepare neuropsychological reports, and provide effective verbal and written feedback to referrers, patients and others, as appropriate.
- Contribute to NDIS applications and school meetings as required.
- Be a source of clinical expertise, advocacy and guidance within the clinical stream, across the department and within the broader multidisciplinary team.
- Coordinate the CCC neuropsychology service team meetings and peer supervision sessions.

Lifelong learner:

- Manage all aspects of caseload, including maintenance of records and relevant documentation, and keep record of all occasions of service, in accordance with standards required by RCH, ACHS and APHRA.
- Promote a culture in which clinical supervision is treated as part of core business of contemporary professional practice.
- Foster a culture in which feedback is used as a positive strategy to enhance goals, awareness and learning.

Collaborative practice:

- Work collaboratively with other disciplines within the team to provide high quality inter-disciplinary care.
- Provide excellent secondary consultation to other health, education, and community services/providers to enhance coordinated care.
- Function as a member of existing multidisciplinary teams in the CCC, including the Psycho-oncology and neuro-oncology teams to ensure optimal integration and coordination of patient care.
- Attend relevant clinical and administrative meetings and foster professional relationships with CCC staff and external stakeholders as required.

Communication:

- Highly developed verbal communication and interpersonal skills.
- Effectively communicate with a variety of stakeholders, including patients and their families.
- Excellent written communication skills, and report preparation.
- Assist with the preparation of materials for reports, meeting and presentations as appropriate.

Research:

- Undertake and/or support research and evaluation activities (as required for learning innovations for best practice care).
- Support continuous quality improvement activities.

Supervision, Leadership and People Management:

- Provide leadership and supervision of CCC neuropsychologists and neuropsychology students.
- Contribute to the management of referrals and patient databases.
- 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.
- Participate in activities in the RCH Psychology Department including supervision, professional development and administrative activities to ensure professional/discipline requirements are met.
- Provide clinical and operational leadership in area of expertise, but will inform and consult with the G4 or manager.

Continuous improvement:

- Achieve and maintain competency in relevant skill areas in line with departmental and discipline requirements.
- Contribute to new initiatives in the Psycho-oncology program and the coordination of the Neuropsychology within the program
- Participate in other activities such as continuous quality improvement and research projects as requested by the Psycho-oncology Team Leader and the Clinical Trials Coordinator.
- Work within legal and ethical obligations for excellent family focussed care.
- Demonstrate a commitment to culturally safe and sensitive service provision.
- Empower team to identify, analyse, report and manage risks.

QUALIFICATIONS AND EXPERIENCE

Essential:

- Have completed an accredited Master or Doctoral program in clinical neuropsychology recognised by the Psychology Board of Australia. (note Master of Professional Psychology qualification does not meet this criterion).
- Hold general registration with the Psychology Board of Australia (Board).
- Hold an Area of Practice Endorsement in clinical neuropsychology, or be eligible and willing to undertake a Board-approved registrar program for the purpose of gaining endorsement in clinical neuropsychology.

- Continuously satisfy the Psychology Board of Australia's continuing professional development standards.
- Uphold the Psychology Board of Australia's Code of Ethics.
- Endorsement with AHPRA as a Primary Supervisor for Higher Degree placements and Registrars.
- Minimum 5 years' experience as a Neuropsychologist.
- Ability to function independently as a Clinical Neuropsychologist and to provide a range of Clinical Neuropsychology services.
- Broad knowledge of psychological and developmental disorders and their effects on children, young people and their families.

Desirable:

- Experience in the practise of paediatric clinical neuropsychology.
- Experience working in a hospital environment and/or with children with acute, chronic and serious medical conditions, and their families.

KEY SELECTION CRITERIA

- The ability to lead, supervise and provide professional development, supervision, and support to staff and students.
- Experience in working as a neuropsychologist in childhood cancer or other paediatric specialist areas.
- Demonstrated clinical skills and experience in the provision of effective and efficient child and adolescent neuropsychological care.
- Excellent skills working with parents within a family centred care approach.
- Ability to build and maintain working relationships with key stakeholders to maximise service coordination and cooperation as well as capacity building with community agencies.
- Keen interest in research, quality improvement and program evaluation.
- A commitment and evidence of evidence-based practice and continuing professional development including an ability to find and apply evidence in decision-making.
- Highly developed written and verbal communication skills and inter-personal skills.
- A flexible and adaptable approach to functioning in a team environment that enhances the team's high performance.
- 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	October 2024
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