

Position Description

Position title	Chief Medical Information Officer (CMIO)
Department / Division	Digital & Allied Health
Classification	As per the Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022–2026
Position reports to	Professional: Executive Director Medical Services, Chief Medical Officer Operational: Chief Clinical Information Officer (CCIO)
No. of direct & indirect reports	4 reports
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category C - works in a non-clinical setting, non-patient facing setting and only attends clinical areas infrequently

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

The DI & EMR team sits in the Digital Portfolio within the Digital and Allied Health Division. The Digital and Allied Health Division leads the hospital's digital transformation agenda, and is responsible for the implementation,

optimisation and governance of digital health technologies, including the Electronic Medical Record, the RCH Patient Portal, artificial intelligence clinical solutions and virtual care platforms.

RCH has made significant investments in digital health capability, including the implementation and ongoing optimisation of the Epic Electronic Medical Record (EMR) shared across the Parkville precinct, expansion of virtual and digitally enabled models of care, maturation of enterprise data and analytics platforms, and the emerging adoption of artificial intelligence (AI) in clinical and operational settings.

Realising clinical value from these investments requires credible, senior medical leadership at the intersection of clinical practice, information technology, data science and research. The Chief Medical Information Officer (CMIO) provides this leadership, acting as the senior medical voice in the design, governance and optimisation of the hospital's digital, data, analytics and AI capabilities, and as the primary bridge between the medical workforce and digital health teams.

The CMIO is the executive medical leader responsible for medical informatics and digital medical practice across RCH. The role works in close partnership with the Chief Medical Officer, Executive Director Digital Health, the Chief Clinical Information Officer (CCIO) as well as campus partners (Murdoch Children's Research Institute and The University of Melbourne) and the Parkville precinct EMR program, together contributing medical informatics leadership across the organisation and precinct.

ROLE PURPOSE

The Chief Medical Information Officer provides strategic medical leadership for the safe, effective, equitable and innovative use of digital technology, clinical informatics, data, analytics and AI across RCH.

The CMIO ensures the EMR and associated digital technologies support current and future medical and clinical workflows, drive measurable improvements in the safety, quality, efficiency and experience of patient and family-centred care, and enable data-driven clinical improvement and research.

The CMIO also provides expert clinical input to the architectural design, implementation, evaluation and analysis of health information systems, data platforms and emerging technologies, working with multidisciplinary teams including data scientists, software engineers, analysts and researchers across RCH and the Melbourne Children's Campus.

The CMIO develops and leads the medical digital health strategy, fosters medical engagement and digital capability across the workforce, and provides clinical governance leadership for the responsible adoption of AI, predictive analytics and other emerging technologies.

KEY ACCOUNTABILITIES

Strategy and Leadership

- Develop and lead the medical digital health and informatics strategy across RCH, ensuring alignment of medical and hospital strategy with clinical systems, data, analytics, AI and broader technological advancement.
- Lead planning, development and implementation of strategic and tactical clinical information systems and associated technologies to support current and future medical and clinical workflows.
- Build and maintain relationships with key stakeholders including RCH and Parkville Executive, fellow CxIOs (CCIO, CNMIO, CMIOs of precinct partners), MCRI, The University of Melbourne and external digital health bodies.
- Provide professional leadership, mentorship and supervision to the Consultants – Informatics and Education, the Consultant – Digital Health, and medical trainees in informatics roles, building a pipeline of medical informatics capability.
- Undertake horizon scanning for best practice in clinical informatics, digital health, data science and AI, and translate emerging evidence into local strategy.

- Represent RCH on Parkville EMR, campus and state-wide digital health governance committees, and act as a senior medical advocate for paediatric-specific requirements in digital system design.

EMR and Clinical Systems

- Lead the medical EMR strategy, including governance, prioritisation, optimisation and benefits realisation for medical workflows.
- Ensure the EMR and associated technologies support safe, efficient, high-quality and patient and family-centred care, with attention to paediatric dosing, growth, developmental and safeguarding considerations.
- Identify opportunities to optimise clinical workflows, documentation, order sets and clinical decision support, and work with clinical departments to improve usability, safety and efficiency.
- Drive the use of My RCH Portal and other consumer-facing digital tools to enable patient and family-centred, connected care.
- Support incident review and system improvement where digital systems contribute to clinical risk, and participate in digital clinical governance and safety structures.

Data, Analytics and AI

- Provide senior medical leadership for the hospital's data and analytics agenda, championing the use of EMR and enterprise data to drive clinical improvement, operational performance, benefits realisation and research.
- Engage with data and analytics teams to design, develop, pilot and implement data evaluation, analysis and visualisation strategies and initiatives, ensuring outputs are clinically meaningful and actionable.
- Provide clinical governance leadership for the safe, ethical and effective adoption of AI, machine learning and predictive analytics, including evaluation, validation, monitoring and lifecycle management of AI-enabled tools.
- Provide clinical expertise and context for healthcare challenges and proposed digital, data and AI solutions, particularly in relation to data-driven quality improvement.
- Collaborate with multidisciplinary teams – including data scientists, software engineers, user experience designers and research analysts – to create and rapidly test high-impact, innovative digital and analytical approaches to healthcare delivery.
- Lead and encourage medical and clinical research in the use of digital technology, data and AI, in partnership with MCRI, The University of Melbourne and campus research infrastructure.

Innovation and Models of Care

- Contribute medical leadership to digitally enabled models of care including virtual care and telehealth, remote patient monitoring, hospital-in-the-home and digital care pathways.
- Support the review, assessment and proof-of-concept evaluation of new innovations from third-party suppliers of clinical devices, systems and applications, using evidence and clearly identified success criteria to inform business cases for wider rollout.
- Champion an innovation culture through coaching, mentoring and guiding medical staff across the organisation.

Capability, Education and Engagement

- Identify and respond to learning, development and training needs of medical staff related to the EMR, reporting, analytics, AI literacy and clinical informatics.
- Act as a translator between technical and clinical workforces, articulating the value of informatics, data and AI to all levels of the organisation and ensuring the medical voice is engaged in digital projects.
- Foster collaborative relationships with clinical staff across RCH, the Parkville precinct, MCRI and The University of Melbourne.

- Consult with RCH Executive, clinical staff and the Parkville EMR team on digital workflows, technologies, data and AI.

QUALIFICATIONS AND EXPERIENCE

Essential

- MBBS or equivalent
- Current Specialist Medical Registration with AHPRA
- Expert understanding of EMR functionality to support medical workflows, with experience in EMR implementation and/or optimisation
- Experience with health data, analytics platforms and data-driven quality improvement
- Demonstrated ability to influence clinicians and lead change
- Demonstrated experience and expertise leading high-performing and agile informatics teams

Desirable

- Fellowship (FRACP or equivalent) and/or certification in health informatics (e.g. FAIDH, CHIA)
- Adjunct Senior Medical Staff (SMS) clinical appointment at The Royal Children's Hospital
- Certification in health informatics (e.g. FAIDH, CHIA) or postgraduate qualifications in health informatics, digital health, data science, clinical education or related fields
- Epic certification (eg. physician builder program)
- Experience in the evaluation, governance or deployment of AI and predictive analytics in healthcare
- Experience in external digital health stakeholder engagement, including national digital health programs

KEY SELECTION CRITERIA

- Senior clinical credibility with demonstrated experience in clinical informatics, digital health, EMR systems and data-driven improvement in a hospital environment.
- An understanding of the broader digital health landscape, including national digital health activity (e.g. My Health Record, interoperability standards), the Victorian digital health agenda, and the safe adoption of AI in healthcare.
- Ability to translate digital, data and AI solutions into clinical practice, and clinical requirements into technology solutions.
- Proven ability to initiate and manage large, complex enterprise-wide projects and to meet strategic and operational objectives.
- A positive and effective track record of innovation, continuous improvement and change management, including delivering innovation in informatics.
- Strategic thinking, organisational and planning ability, analysis and judgement.
- Ability to build rapport and maintain effective relationships with employees at all levels of an organisation, and to lead, mentor and develop clinical informatics staff.
- Highly developed oral and written communication skills, particularly in reporting, public presentation and consultation, with the ability to convey complex technical concepts to non-technical stakeholders and negotiate with internal and external stakeholders.

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.

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

July 2026