

Position Description

Position Title	Clinical Lead
Department / Division	Wadja Aboriginal Family Place / Medicine
Classification	In accordance with AMA Victoria – Victorian Public Health Sector Medical Specialists Agreement 2022 – 2026.
Position reports to	Director Wadja Aboriginal Family Place
Location	The Royal Children's Hospital, Flemington Road, Parkville

The Royal Children's Hospital

The Royal Children's Hospital's (RCH) vision is to be a great children's hospital – delivering Great Care, Everywhere.

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.

ROLE CONTEXT

The Wadja Family Place provides a culturally sensitive service for Aboriginal and Torres Strait Islander children and their families. Aboriginal Liaison Officers are employed at RCH to ensure Aboriginal and Torres Strait Islander families have equitable access to mainstream health care services. Wadja provides a core clinical service to patients and families through attendance at outpatient visits (weekly general medical clinic), ED or inpatient stays

ROLE PURPOSE

Working in partnership with the Wadja Director, the Clinical Lead Wadja is responsible for the overall clinical leadership, strategy, innovation and operational performance of the Wadja service as determined by agreed key performance indicators. This involves ensuring the Wadja clinical service consistently provides the highest quality and culturally appropriate care and education to patients and families with a key focus on staff engagement, support and effective relationships with key internal stakeholders, the community and consumers of care.

KEY ACCOUNTABILITIES

Operational/ Leadership

- Ensure delivery of high-quality clinical care for children and adolescents using the Wadja clinic services at the Royal Children's Hospital
- Lead and work within a multidisciplinary team that includes medical consultants, junior medical, nursing, allied health, aboriginal case managers and administrative support staff
- Work in partnership with the Manager Wadja in monitoring all clinical activities of the service whilst ensuring sound clinical governance systems are in place
- Operational accountability for the Wadja Paediatricians and Fellow who will report to the role
- Develop, document, and clearly communicate team and staff key performance indicators and expectations (primarily related to medical staff)
- Promote an environment of co-operation for continual improvement of team performance, patient outcomes and experience
- Participate in service planning for the development and setting of targets, resource requirements and improvement priorities within the Wadja department
- Seek opportunities for enhanced collaboration with other departments within the Division of Medicine
- Continued collaboration with RCH Mental Health team and Wadja Case Managers as well as broader RCH staff treating Aboriginal and Torres Strait Islander patients to ensure best patient outcomes
- Look for opportunities for developing business cases to develop and deliver new models of care with innovation and sustainability (for example - outpatient clinical effectiveness and access)
- Strongly contribute to high performance of Wadja team with a particular focus on communication and unity
- Working with Wadja Manager and Divisional Chief of Medicine, support the preparation of annual reports, RCH Foundation acquittals, Board papers and Department of Health documents as required

People Leadership

- Supervise, support and engage direct reports – two Wadja paediatricians and the Wadja Fellow
- Provide collaborative leadership to whole Wadja team in partnership with the Wadja manager to ensure unified, supportive and effective team functioning for optimum patient care
- In partnership with Human Resources, recruit of new staff in line with hospital policy, procedures, and delegations
- Promote and ensure adherence of the RCH values by staff and facilitate staff working according to the principles of the RCH Compact (see below)
- Take part in and facilitate annual performance appraisal and development plans with staff under management
- Provide direct oversight of medical consultants and fellows

Clinical

- There is the opportunity to do direct clinical work within the service
- Ensure mechanisms are in place to ensure that consultations, treatment plans and other aspects of care delivered are thoroughly documented to support ongoing care and communication and to satisfy medicolegal, administrative and billing requirements

Education and Training

- Participate in the development, implementation, auditing and revision of treatment protocols and clinical guidelines to promote and ensure best practice
- In partnership with Wadja Manager, review efficacy and structure of clinical review meeting
- Support the participation of Wadja Manager and team in key diversity projects for the hospital such as Aboriginal Cultural Awareness eLearning and the Reconciliation Action Plan

QUALIFICATIONS AND EXPERIENCE

Essential:

- Specialist Medical Registration with the Australian Health Practitioners Regulation Agency (AHPRA)
- Fellowship with relevant college

- Formal medical leadership and management experience desirable

Other Requirements:

- Undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment
- Maintain a valid Working with Children's Check throughout their employment
- Employees are required to provide serology results and maintain required immunisations as part of their employment.

KEY SELECTION CRITERIA

- Proven experience in managing people and programs at an operational level
- Demonstrated ability and experience with the implementation of organisational-wide change initiatives, including transformation of work practices and service delivery models
- High level of commitment to culturally safe Aboriginal Health care and advanced levels of respect, awareness and cultural sensitivity
- Highly developed interpersonal and communication skills, including the ability to educate internal and external clients to achieve mutual understanding and agreed outcomes
- Effective stakeholder management with proven ability to build and maintain strong relationships
- Capability to form links with all areas of the organisation to support the achievement of objectives and goals
- Operates in a manner that is consistent with an organisation's values including integrity, honesty and reliability in dealing with people
- Robust ability to investigate issues and develop appropriate, stakeholder-focused solutions

IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Unity - We work as a team and in partnership with our communities
- Respect - We respect the rights of all and treat people the way we would like them to treat us
- Integrity - We believe that how we work is as important as the work we do
- Excellence - We are committed to achieving our goals and improving outcomes

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	August 2026
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