

Position Description

Position title	Clinical Nurse Consultant C
Department / Division	Neurosurgery / Surgery
Classification	CLIN NURSE CONS C YR1-YR2 CAPR 4.1 / 4.2 (ZA7-ZA8)
Position reports to	Operational: Director Neurosurgery Professional: Director of Clinical Operations, Surgical Services
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 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 Royal Children's Hospital (RCH) is Victoria's tertiary paediatric neurosurgical referral centre, providing specialist care to infants, children and adolescents with complex neurosurgical conditions. The Clinical Nurse Consultant (CNC) Neurosurgery provides expert clinical leadership and advanced nursing practice across the neurosurgical service.

The role supports children and families throughout the continuum of care, including diagnosis, pre-operative assessment, surgical intervention, post-operative management, rehabilitation, and transition to adult services where appropriate. The CNC works collaboratively within a multidisciplinary team to ensure safe, evidence-based, family-centred care, and contributes to service development, education, research, quality improvement and clinical governance.

ROLE PURPOSE

The Clinical Nurse Consultant (CNC) C is a Registered Nurse who is an advanced nursing professional who applies clinical expertise with leadership and educational skills to provide comprehensive care, support, and guidance to patients, healthcare teams, and beyond the organisation. As a senior member of the clinical team the incumbent will provide expert clinical leadership, consultation, and education and to lead a high-quality clinical outcomes. The CNC C requires a dynamic and highly skilled individual who will lead initiatives to enhance patient care, foster a culture of continuous improvement, build the capability of clinicians and contribute significantly to the advancement of nursing practice, service delivery and improving outcomes.

KEY ACCOUNTABILITIES

Clinical Practice

- Provide expert clinical knowledge and skills, in the assessment and management of patients within area of specialisation
- Maintain currency with evidence base, research, trends and advancement in nursing practice to enhance clinical knowledge and inform evidence-based care decisions
- Act as a resource, advisor and consultant, providing guidance and support to clinical teams
- Collaborate and consult with healthcare teams, patients and families/carers to develop and implement patient care plans, ensuring the delivery of high quality, safe and efficient care
- Leads and develops the service / program to meet patient, family and organisational needs

Optimising Health Systems

- Participates in multi-disciplinary meetings, working groups and committees to contribute nursing perspectives and advocate for patient and family centred care
- Promotes and supports a culture of continuous improvement with consideration of policies, regulations and accreditation standards
- Coordinates the development and review of clinical guidelines for the service using an evidenced based approach and participates in developing these across the organisation
- Use of data to extend knowledge, inform quality clinical decision making, service delivery and enable improved outcomes
- Collaborate with stakeholders to identify system issues, propose solutions, and facilitate positive changes in service delivery

Education

- Develop and deliver educational programs and initiatives to enhance the knowledge and skills of nursing staff, students, and other healthcare professionals
- Facilitate the provision of relevant education and information to the family to empower them as partners in their care

- Provides culturally and cognitively appropriate healthcare education to patients and their families on conditions, treatment plans, and self-care strategies
- Collaborate with education specialists to facilitate the development, implementation, and evaluation of speciality education resources
- Maintain currency with the latest evidence-based practices, research findings, and educational resources relevant to the specialty area

Research and Improvement

- Monitor and evaluate clinical practice and service delivery using analytical skills in accessing and evaluating health information and evidence
- Participates in research projects and and/or clinical trials, collaborating with researchers for improved patient outcomes
- Collaborate with interdisciplinary teams, for improved service delivery and patient outcomes
- Translate research findings into clinical practice, contributing to the advancement of nursing knowledge and patient care outcomes.
- Seek opportunities and partnerships to support research and improvement

Professional Leadership

- Act as a role model and uphold professional conduct
- Provide leadership and guidance to nurses, promoting a positive work environment and fostering a culture of continuous improvement
- Provides active leadership to ensure the nursing profession is represented in decision making
- Attendance at, and participation in clinical supervision as a formal process of reflective practice and support
- Represent the nursing profession in relevant committees, forums, and professional organizations
- Supports the professional growth of others through clinical supervision or mentoring

QUALIFICATIONS AND EXPERIENCE

Essential:

- Current registration as a Registered Nurse with the Nursing and Midwifery Board of Australia (NMBA) administered through the Australia Health Practitioner Regulation Agency (AHPRA)
- Demonstrated commitment to ongoing personal and professional development as evidenced in a Continuing Professional Development (CPD) record/Professional Practice Portfolio (PPP)
- Relevant post graduate qualification (or willing to work towards)

Desired:

- Masters qualification (or willing to work towards)
- Demonstrated experience in service development, quality improvement or change management

KEY SELECTION CRITERIA

- Demonstrated advanced clinical knowledge and expertise in specialty area
- Proven ability to apply advanced clinical reasoning and critical thinking skills to complex patient care situations
- Ability to critically appraise research findings and apply evidence-based practices to improve patient care and outcomes
- Commitment to providing patient and family centred care
- Experience in implementing and managing change initiatives and innovations, with a focus on improving clinical outcomes and service delivery

- Excellent communication skills, both written and verbal, with the ability to convey complex clinical information to a diverse audience
- Proven ability to collaborate effectively with interdisciplinary teams, fostering a culture of teamwork and shared responsibility for patient care
- Experience in providing expert consultation to resolve clinical issues and improve patient care processes
- Well developed leadership skills with experience in providing clinical supervision, guidance, and mentorship to nursing staff

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

March 2026