

Position Description

Position title	Consultant Paediatrician
Department / Division	Neurodevelopment and Disability / Medicine
Classification	As per the Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026
Position reports to	Operational and professional: Director, Neurodevelopment and Disability
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 A world where all kids thrive.</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 PURPOSE
<p>The Department of Neurodevelopment & Disability (ND&D) is committed to the care of children with disabilities, aims to conduct and promote educational programs and research activity in the area of childhood disability, and strives to promote policies and principles that will best meet the needs of children and empower their families.</p>

The Consultant Paediatrician plays a key role in the well-coordinated inpatient and outpatient care of children with an underlying disability. The successful applicant will work with multidisciplinary of ND&D and other relevant teams, including nursing, allied health, medical and administrative staff at RCH. The paediatrician will also be expected to contribute to the quality assurance, teaching and research activity of the department.

KEY ACCOUNTABILITIES

Clinical care:

- Assessment and management of children and families with neurodisability seen by The Department of Neurodevelopment & Disability at RCH.
- To consult and liaise with senior medical and surgical colleagues at RCH, primary care physicians in the community and colleagues in regional centres to ensure children with disabilities, and their families, receive optimally coordinated care. This may involve the transfer of care and shared care where appropriate.
- Liaise with sub-specialty colleagues to optimise the number of sub-specialty teams involved.
- Liaise closely with physicians, nursing and allied health colleagues involved in the care of the children with neurodisability to improve communication between stakeholders.
- To contribute to the development of clinical pathways for children with neurodisability. This will include engaging with colleagues, developing the Electronic Medical Record resources.

Education and training:

- Active participation in educational programs of the department for all professionals working with children with neurodisability.
- Supervision of registrars, residents and fellows working with the department.
- Development of educational resources for senior medical staff, registrars, residents and fellows working with the department.

Research:

- Support, develop and supervise research projects related to neurodisability.

Service oversight and development:

- Support of the services run by the department and involvement in service planning and development.
- Participation in quality assurance activities.

Advocacy:

- To advocate for children with disabilities and their families in conjunction with hospital policies.
- To contribute to improving the knowledge of medical and surgical colleagues in the area of neurodisability across the organization.

Duties (operational roles)

- Provide care for children with neurodisability who are seen by Neurodevelopment and Disability.
- Provide inpatient care.
- Manage outpatients.
- Meet regularly with colleagues to streamline care of patients.
- Contribute to the enhancement of the EMR as it relates to children with neurodisability
- Ensure letters and care plans are written in a timely fashion and reach referring doctors, other relevant health professionals and families.
- Ensure medical records are satisfactorily completed.
- Liaise with other departments providing services for children with neurodisability, particularly allied health and relevant medical and surgical departments.
- Undertake educational programs for medical students, junior and senior medical staff, allied health professionals, teachers and other groups as requested.
- Attend and contribute to Department meetings whenever possible. To advocate for children with disabilities and their families in conjunction with hospital policies.

QUALIFICATIONS AND EXPERIENCE

Essential:

- MB, BS or equivalent
- Tertiary qualification in paediatric medicine (FRACP or equivalent)
- Eligibility for medical registration within Victoria
- Special knowledge, training and experience in developmental disability in childhood

KEY SELECTION CRITERIA

- Excellent clinical skills.
- Excellent multidisciplinary and intersectoral working
- Excellent communication skills with children, families and professionals
- Sensitivity to the needs of children with disabilities and their families.
- Understanding of the work carried out by other professionals (medical, allied health, education and nursing) involved in the care of children with disabilities
- An understanding of evidence-based practice and quality assurance activities
- An ability to prioritise work tasks.
- A commitment to keeping up to date records and to communicate with referring doctors and other involved in the care of the children.
- An ability to work collaboratively with community agencies is an important aspect of this role.
- Experience in a prior leadership role desirable.
- Demonstrated experience in clinical and translational research desirable.

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

August 2025