

Position Description

Position title	Consultant Paediatrician and Medical Lead (Gender Service)
Department / Division	Department of Adolescent Medicine
Classification	In accordance with AMA Victoria – Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022-2026
Position reports to	Director, Adolescent Medicine
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.

<p>The Royal Children's Hospital</p> <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>
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ROLE PURPOSE

The Department of Adolescent Medicine provides healthcare and support to adolescents and their families via a range of specialist multidisciplinary services. These include the RCH Gender Service, Eating Disorders Service, Chronic Illness Peer Support (ChIPS), Young People's Health Service and the Transition Support Service, in both the inpatient and outpatient settings.

The RCH Gender Service is a Victorian state-wide service providing multidisciplinary care for trans and gender diverse children and adolescents up until their 16th birthday. The assessment, treatment and support provided by the RCH Gender Service is consistent with the Australian Standards of Care and Treatment Guidelines for trans and gender diverse children and adolescents (v1.4 2023) and the World Professional Association for Transgender Health, Standards of Care, Version 8.

This role is for a qualified Paediatrician, with experience working in Transgender Health, to join the RCH Gender Service team. This role involves the provision of high quality, evidence based medical and psychosocial care to children, adolescents and their families. The paediatrician will participate in multidisciplinary assessment clinics, ongoing medical management and support transition to adult health services.

In addition, this is a leadership role, within the RCH Gender Service medical team, to ensure the clinical care provided is evidence-based and evolving alongside research insights. It includes providing education within RCH and externally, supporting trainees within the RCH Gender Service, clinical evaluation, contribution to research and clinical resource development.

KEY ACCOUNTABILITIES

Direct comprehensive care

- Work collaboratively with nursing, medical, mental health, allied health and administration staff of the RCH Gender Service to provide excellent medical services for patients and families.
- Participate in the multidisciplinary assessment and support of children and adolescents referred with gender dysphoria and/or gender incongruence.
- Conduct outpatient clinics commensurate with time fraction at times negotiated with team and managers.
- Be responsible and accountable for medical decision making, safe prescribing and health monitoring.
- Work in partnership with parents and/or carers in decision making, including the provision of education and counselling specific to gender affirming medical care options.
- Understand and practise informed consent processes with older adolescents and their parents/guardians.
- Operate within the professional scope of practice according to classification.
- Work in partnership with community and health service partners, including Transgender Victoria, Transcend Australia, Orygen Youth Health and Monash Gender Service, to facilitate health system navigation and access to peer/parent support.

Support of systems

- Participate in clinical governance of the RCH Gender Service, consistent within the RCH Clinical Governance Framework.
- Maintain accurate and up-to-date patient files that record clinical decisions including diagnosis, treatment plans, complications, co-morbidities, consent procedures and reports.
- Prepare medical reports for a range of stakeholders detailing assessment outcomes and recommendations for treatment and management.

- As part of the RCH Gender Service team, communicate to the Department of Adolescent Medicine Director any concerns regarding current and/or emerging issues.

Education and Supervision

- Lead the education, training and supervision needs of the gender services' medical clinicians, including basic and advanced paediatric trainees. This includes coordination of the GS medical meetings and supervision of Adolescent Medicine Fellows and medical support for the Gender Service HMO.
- Provide education and consultation across different settings, including general practitioners, mental health and allied health clinicians within RCH, Orygen Youth Health and their associated Headspace centres and in collaboration with Transcend Australia.
- Establish and maintain an online RCH Gender Service learning platform, alongside RCH education partners
- Undertake professional development activities in clinical practice to maintain personal qualifications as a medical practitioner.
- Resource development, including patient-facing information sheets, clinician clinical guides, EMR tools and orientation documents

Research

- Participate in service improvement, quality and safety projects and research involving the Gender Service including the RCH Gender Service Clinical Evaluation and the Trans20 project.
- Contribute to case conferences, peer review meetings and seminars pertaining to the Gender Service.

Professional leadership

- Attend professional meetings and committees representing the RCH Gender Service, the Department of Adolescent Medicine and Royal Children's Hospital when required.
- Participate in developing priority goals and objectives consistent with the programme logic of the Gender Service.
- Provide supervision to Adolescent Medicine Fellows and junior medical staff as part of outpatient duties.
- Participate in performance appraisal processes.
- Key contact and support for Gateway Health gender service
- Coordinate annual gender service planning day, in collaboration with Department Head and Mental Health Lead

QUALIFICATIONS AND EXPERIENCE

Essential

- Current registration as a Medical Practitioner with AHPRA.
- MBBS or equivalent.
- Fellowship qualifications with the Royal Australasian College of Physicians (FRACP) or equivalent.
- Provider number with Medicare to bill for clinical activity

Desirable

- Specialty knowledge, training and experience in working with trans and gender diverse children and adolescents

KEY SELECTION CRITERIA

Clinical services

- Demonstrated knowledge of child and adolescent development and ability to practice from a developmental perspective.

- High level clinical skills and communication abilities to expertly manage adolescent patients with complex medical and psychosocial presentations.
- Experience in the assessment, support and management of children and adolescents with gender dysphoria.
- Experience in clinical research involving trans and gender diverse children and adolescents.
- Ability to apply principals of evidence-based medicine.
- Ability to work independently, as part of a multi-disciplinary team and in collaboration with other teams.
- Ability to engage children and adolescents and their families in processes that promote positive health outcomes.
- Experience in working with vulnerable young people who may engage in high-risk behaviours.

Support of systems

- Understanding of the concept of clinical governance.
- Thorough understanding of the accountabilities of senior medical staff in acute and community settings.
- Moderate to high level computer skills in word processing packages and data entry systems including Microsoft Office program suite (Word, Excel, Power Point Presentation, Outlook).
- Ability to use the RCH electronic medical record system to keep accurate patient medical records and coordinate care.
- Knowledge of risk management and quality improvement in relationship to child and adolescent healthcare, patient safety, clinical governance.
- Ability to construct high level and complex written reports as required.
- Ability to work in alignment with organisational policy and procedures.

Education

- Experience in supervision of junior and senior medical staff and medical students.
- Capacity to work in close collaboration with individuals and multidisciplinary teams to provide initial and ongoing education, training and supervision.
- Experience delivering education to diverse audiences
- Demonstrated commitment to continuing professional development.

Leadership

- Experience leading a diverse team, in a clinical or health education context
- Able to translate creative ideas into workplace improvements in the delivery of health care and health care programs.
- Skilled in translating research evidence into clinical care, through education, guidelines or governance/systems processes
- A commitment to the values and goals of the RCH Gender Service as described in the program logic model.
- Demonstrated ability to network, liaise and work collaboratively with government departments, discipline bodies and other health and youth agencies.
- Able to motivate, support and assist colleagues towards accomplishing goals and tasks.
- Good communication (interpersonal and written) skills.

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

May 2026