

Position Description

Position title	Developmental Paediatrician
Department / Division	Neonatal Medicine / Critical Care
Classification	As per the Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026
Position reports to	Director of Neonatal Medicine
No. of direct & indirect reports	Not applicable
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 Neonatal Medicine specialises in the management of newborn infants with surgical and complex medical conditions. We have in excess of 800 admissions per year. We recognise the importance of structured, targeted neurodevelopmental follow-up and to this end have developed a dedicated multi-disciplinary follow-up</p>

clinic. This clinic provides neurodevelopmental follow-up to patients with neonatal/early life risk factors for a particular focus on early childhood (e.g., 2 years of age) and early school age (e.g., 5 years of age).

The primary responsibility of the Developmental Paediatrician is to provide outpatient assessment of children who have neonatal/early life risk factors for adverse neurodevelopmental outcomes. The main focus of these assessments is children's growth, health, and general development.

KEY ACCOUNTABILITIES

Provision of Care

- Assess children for growth, general health, and development
- Collaborate with other colleagues in the clinic (e.g., clinical neuropsychologists) to provide high quality care to patients and families.
- Effectively communicate and cooperate with referring teams, general practitioners, community clinicians, and other external services as required.
- Provide or facilitate appropriate onward referrals to hospital and/or community clinicians and services (e.g., National Disability Insurance Scheme) where therapy or further care is indicated.

Service Requirements

- Undertake administrative duties in connection with the clinic
- Contribute to clinic team meetings, professional development programmes, seminar series, and student case presentations, peer supervision and quality assurance activities as required.

Continuous Improvement:

- Commit to, and participate in, professional development opportunities where possible, such as departmental committees.
- Work within legal and ethical obligations for excellent family focussed care, including welcoming and encouraging consumer input.
- Work collaboratively with colleagues to facilitate clinical service improvement through clinical audit and research
- Participate in research projects and programs as directed by the Director of Neonatal Medicine

Education and Training

- Provide support and participate in clinical teaching of junior medical staff and medical students as appropriate
- Ensure awareness of clinical experience and proficiency of junior medical staff delegated to deliver care and provide direct supervision as needed
- Assist in the instruction and professional development of students of all health professions/disciplines.
- Maintain personal qualifications in accordance with continuing certification requirements of relevant medical college or other body

QUALIFICATIONS AND EXPERIENCE

Essential:

- Registered medical practitioner with specialist qualifications in Paediatrics
- Experience in conducting medical and developmental assessment in an outpatient setting, including using structured assessment tools (e.g., Ages and Stages Questionnaire, Social Attention and Communication Surveillance-Revised, Conners 4th edition, Vanderbilt ADHD Diagnostic Rating Scale)

Desirable:

- Specialist experience in providing neurodevelopmental follow-up care to graduates of neonatal intensive or special care

KEY SELECTION CRITERIA

- Highly developed interpersonal, verbal, and written communication skills with a wide range of stakeholders
- High levels of efficiency and organisational skills
- Flexibility and adaptability
- Demonstrated ability to operate as a member of a multidisciplinary team
- Demonstrated ability to liaise with allied health, medical, and nursing staff, government departments/agencies, and other health providers in a professional manner
- Demonstrated ability to conduct developmental assessments and generate appropriate written reports

OTHER REQUIREMENTS

- Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment at RCH
- Employees are required to maintain a valid Working with Children Check throughout their employment
- 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.

This is a part-time (0.2) ongoing role. Clinic times will comprise either two mornings or one full day, depending on availability.

Position description last updated

June 2025