

Position Description

Position title	Clinical Psychologist (Eating Disorders)
Department / Division	Adolescent Medicine, Division of Medicine
Classification	Grade 3 (PL1-PL4)
Position reports to	Operational: Service Lead, Eating Disorders, Department of Adolescent Medicine Professional: Coordinator of Clinical Psychology
No. of direct & indirect reports	1
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category B - works in a patient facing setting but rarely or unlikely to have contact with blood or body fluids (or aerosols without PPE)

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 PURPOSE

The Department of Adolescent Medicine provides care and management to adolescents and their families via a range of specialist multidisciplinary services including the Gender Service, Eating Disorders Service, Chronic Illness Peer Support (ChIPS), Young People's Health Services and inpatient and outpatient medical service.

The Royal Children's Hospital Eating Disorders Service is an innovative and research informed program that provides clinical care to patients with Anorexia Nervosa, Atypical Anorexia Nervosa and Avoidant Restrictive Food Intake Disorder. As a member of the mental health team of the Eating Disorders Service you will be responsible for providing high quality tertiary mental health care for children or adolescents and their families through skilled assessment, treatment and consultation in line with the Service's model of care. You will demonstrate clinical leadership and Great Care in line with RCH values and contribute to peer group clinical supervision, service planning, training, and research/evaluation of the Service. Research knowledge and skills will enhance team functions and better outcomes for consumers.

As part of its Strategic Plan, The RCH is striving to become a leading paediatric academic hospital, an integrated paediatric service system and ensure healthy children and young people in the community. At RCH, we work together to put children and young people at the heart of our care, research and learning.

KEY ACCOUNTABILITIES

Provision of Care

- Deliver excellent evidence-based practice of psychological and family assessments and interventions in an outpatient and inpatient setting.
- Purposefully and expertly engage patients and their families in mental health care, as per the Eating Disorders Service model
- Manage a complex and varied clinical caseload.
- Provide high level of clinical expertise with independent decision making.
- Maintain clinical documentation, records and data as per discipline specific guidelines and RCH procedures.
- Lead the ongoing development review and maintenance of administrative processes and improved communication mechanisms.
- Actively participate and contribute to continuous improvement and continuing education opportunities.
- Plan for, and effectively manage, contingencies that may affect the performance of healthcare activities.
- Act to reduce error and sources of risk in own practice as well as the broader discipline/department and healthcare setting.
- Complete mandatory client contacts, outcome measures and report activity levels (statistics) to support team/s meeting KPI obligations.

Lifelong Learning

- Participation in professional development activities to ensure that best clinical practice is maintained.
- Act to ensure processes, frameworks and/or support tools are in place for enhancing learning through reflection.
- Foster a culture in which feedback is used as a positive strategy to enhance goals, awareness, and learning.
- Continually meets requirements of AHPRA registration and PBA CPD requirements.
- Participation in teaching opportunities (internal and external).
- Actively promotes an environment of lifelong learning.

Collaborative Practice

- Work collaboratively with other clinical disciplines within the team and external services to provide high quality inter-disciplinary care. This may involve sharing cases with junior staff for modelling and guidance.
- Demonstrated experience working with initiative, autonomy and leading others in the pursuit of team goals.
- Promote and develop partnerships with healthcare and community providers as well as discipline networks.
- A flexible and adaptable approach to functioning in a team environment that enhances the team's performance to ensure ongoing excellence in service delivery and teamwork.

Communication

- Highly developed verbal communication, interpersonal skills and attention to detail with the ability to interact with a variety of stakeholders.
- Recognises issues that may lead to conflict, and constructively address issues as they arise.
- Communicate effectively with patients and families to ensure their understanding and that their needs and views are included in plans and actions.
- Facilitate open and effective communication across all levels of the individual Department and more broadly across the organisation.

Continuous Improvement

- Develops effective time management skills to balance clinical requirements and to contribute to continuous improvement activities.
- Completes quality activities in timely manner.
- Acts to reduce error and sources of risk in own practice.
- Contributes positively to change processes, through demonstrating flexibility and openness to change.
- Develops awareness of governance requirements including safety and quality clinical practice guidelines, procedures and policies including how they apply to clinical role.
- Empowers team to identify, analyse, report and manage risks.
- Manages local risks and escalates appropriately to line manager and relevant stakeholders.

Supervision, Leadership and People Management

- Provide leadership through modelling a high standard of professional and interpersonal skills, attitudes and behaviours.
- Participate in clinical supervision in accordance with local standard operating procedures, PBA requirements and/or the RCH Allied Health Clinical Supervision Guideline which are based on the DHHS Allied Health Clinical Supervision Framework.
- Provide high quality clinical supervision and/or consultation to staff and students, and provides regular, constructive and developmental feedback to team.
- Coordinate psychology intern student placements in collaboration with the Psychology Department.
- Provide clinical and operational leadership in area of expertise but will inform and consult with the Service Lead and/or Head of Department.
- Provide professional and operational/administrative support to the Service Lead as required.

Organisation and Planning

- Highly developed organisational and planning skills with ability to prioritise workload and competing demands.

Research

- Understands the principles of evidence-based practice, and critically evaluates clinical practice in light of available evidence, experience and patient/family values and circumstances.
- Evaluates current practice with respect to the evidence.
- Finds, critically reviews, evaluates and interprets literature and applies to current role/service.
- Supports a research culture and agenda.
- Contributes to research agenda through assisting research projects (e.g., contributing to participant recruitment, data entry, questionnaire/audit design) as part of a research project in work area.
- Appropriately shares evidence (e.g., presents at journal club, special interest groups).
- Works with team/department to identify research gaps and takes opportunities to engage academic partners.

QUALIFICATIONS AND EXPERIENCE

Essential

- Completion of accredited Master or Doctoral program in clinical or health psychology recognised by the Psychology Board of Australia. (Note Master of Professional Psychology qualification does not meet this criterion).
- Hold general registration with AHPRA and the Psychology Board of Australia as a Psychologist
- Have at least 5 years of experience post-general registration as a Psychologist
- Hold an endorsement with the PBA in any of the following fields of practice: Clinical, Health
- Hold Board-approved supervisor status, including Board-approval as a 'Registrar Program Principal Supervisor'
- Continuously satisfy the PBA continuing professional development standards
- Uphold the PBA Code of Ethics
- Demonstrated clinical skills and experience in restrictive eating disorders and child or adolescent mental health, including in the provision of Family Based Treatment.
- Demonstrated experience working in a multidisciplinary care team environment and liaising with external providers in the delivery of treatment.
- Demonstrated commitment to work and contribute as part of a team.

KEY SELECTION CRITERIA

- Demonstrated expert clinical skills and experience in the provision of effective child and adolescent mental health care.
- Demonstrated experience in evidence-based treatments for restrictive eating disorders
- Demonstrated ability to build and maintain working relationships with key internal and external stakeholders, to maximise service coordination.
- Demonstrated experience in research, quality improvement and program evaluation.
- Demonstrated experience in clinical supervision, education and training.
- Highly developed written and verbal communication skills and inter-personal skills.
- Demonstrate understanding of legal obligations when working in a child and adolescent mental health service context in Victoria.
- Demonstrated experience in contributing to a cohesive and high-performance team.

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 2025