

Position Description

Position title	Senior Mental Health Clinician
Department / Division	Children's Cancer Centre, Division of Medicine
Classification	Grade 3 Year 1 – Grade 3 Year 4 Multidisciplinary (Occupational Therapist, Psychologists, Social Worker, Family Therapist and Speech Pathologist Grade 3)
Position reports to	Operational: Psych-Oncology Coordinator, Children's Cancer Centre Professional: Discipline Head
No. of direct & indirect reports	n/a
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 CONTEXT
This role sits within the Psycho-oncology Team in the Children's Cancer Centre within the Division of Medicine. Our team works closely with families, carers, and other health care professionals to ensure the best outcomes for our patients.
ROLE PURPOSE
As a member of a multidisciplinary Psycho-oncology team in the Children's Cancer Centre (CCC), the Senior Mental Health Clinician is responsible for provision of mental health services to children and adolescents under the care of the RCH Children's Cancer Centre and their families. This involves appropriate assessment and management of patients referred from the CCC, as well as attendance at relevant clinical and administrative meetings and liaising with team members and CCC staff as required.
KEY ACCOUNTABILITIES
Provision of Care: • Deliver excellent evidence-based practice to children, young people and their families who are patients of the RCH CCC. • Maintain accurate clinical documentation, records and data as per discipline specific guidelines and RCH procedures. • Effectively and competently manage a complex caseload by providing high quality mental health clinical care, including assessment, therapeutic care and management and referral to community-based services where appropriate. • Be a source of clinical expertise, advocacy and guidance within the clinical stream, across the department and within the broader multidisciplinary team. Collaborative practice: • Work collaboratively with other disciplines within the team to provide high quality inter-disciplinary care. • Demonstrated experience working with initiative, autonomy and leading others in the pursuit of team goals • Provide excellent secondary consultation to other health, education, and community services/providers to enhance coordinated care. • Provide mental health consultation to hospital staff and liaise with hospital and community agencies as appropriate regarding CCC patients to ensure optimal patient care and management. • Attend relevant clinical and administrative meetings and foster professional relationships with CCC staff and external stakeholders as required. Communication: • Well-developed verbal communication and interpersonal skills. • Effectively communicate with a variety of stakeholders, including patients and their families. • Facilitate open and effective communication across all levels of the department and more broadly across the organisation. • Ensure systems are in place for coordinating and performing appropriate clinical handover, and arrange follow-up to ensure patient care is maintained.

Research:

- Undertake and/or support research and evaluation activities (as required for learning innovations for best practice care).
- Assist in the preparation of material for reports, meetings, and presentations as appropriate.
- Support continuous quality improvement activities.

Supervision:

- Participate in clinical supervision in accordance with local standard operating procedures and /or the RCH Allied Health Clinical Supervision Guideline which are based on the DHHS Allied Health Clinical Supervision Framework.
- Actively participate in all forms of supervision (operational, professional, and clinical).
- Undertake clinical supervision of psychology students and other CCC psycho-oncology staff as appropriate for their discipline.
- Participate in academic and education activities including education of CCC staff and external stakeholders, conference presentations etc.

Continuous improvement:

- Achieve and maintain competency in relevant skill areas in line with departmental and discipline requirements.
- Contributes positively to change processes through demonstrating flexibility and openness to change.
- Be aware of and work in accordance with Hospital policies and procedures, including Occupational Health and Safety, Equal Employment Opportunity, and Confidentiality.
- Work within legal and ethical obligations for excellent family focussed care.
- Demonstrate a commitment to culturally safe and sensitive service provision.

QUALIFICATIONS AND EXPERIENCE

Essential:

- Tertiary Qualification in relevant discipline
- Current Registration with AHPRA (where professionally relevant)
- Proven capacity for clinical leadership in a team environment and ability to work well as a senior team member.

Family Therapy applicants only:

- Hold a Bachelor Degree in Social Work, Occupational Therapy, Psychiatric Nurse or Clinical Psychology
- Hold a tertiary family therapy qualification that is recognised by the Australian Association of Family Therapy
- Hold clinical registration with AAFT.
- Uphold the AAFT Code of Ethics

Psychology applicants only:

- Hold a minimum Masters of Psychology degree from an APAC accredited course/ university. Masters of Professional Psychology (or equivalent) are not employed at RCH.
- Hold general registration with AHPRA and the Psychology Board of Australia as a Psychologist.
- Hold an endorsement in either Clinical or Health Psychology by the Psychology Board of Australia, or be registered in the relevant endorsement program.

- Board Approved Supervisor or eligibility to enrol in Supervision Training with the PBA.
- Minimum 7 years' experience post-registration.
- Continuously satisfy the PBA requirements.

Social Work applicants only:

- Hold a degree in Social Work from an accredited course/university.
- Be eligible for membership of the AASW.
- Meet AASW accreditation standards for Continuing Professional Education.
- Uphold the AASW Code of Ethics.

Occupational Therapist applicants only:

- Hold an OT degree qualification or equivalent from an accredited course / university.
- Be registered with AHPRA and as such have satisfied the requirements of continuing professional development and recency of practice.
- Uphold the Code of Ethics, OT Australia.

Speech Pathologist applicants only:

- Hold a degree in Speech Pathology from an accredited university.
- Be eligible for membership of Speech Pathology Australia and meet the requirements of the SPA professional self-regulation program.
- Uphold the SPA Code of Ethics.

Desirable:

- Experience in leading others, mentoring and training
- Completion of the Developmental Psychiatry Course (DPC)
- Clinical experience in a hospital/medical healthcare setting

KEY SELECTION CRITERIA

- Demonstrated clinical skills and experience in the provision of effective and efficient child and adolescent mental health care.
- Excellent ability to build and maintain working relationships with key stakeholders to maximise service coordination and cooperation as well as capacity building with community agencies.
- Demonstrated interest in research, quality improvement and program evaluation.
- A commitment and evidence of evidence-based practice and continuing professional development including and ability to find and apply evidence in decision-making
- Excellent professional, interpersonal and self-reflection skills to enable effective work with people of different personalities and backgrounds.
- Autonomous behaviour, independence of thought, awareness of own effectiveness and internalised responsibility.
- Ability to work flexibly in a fast-paced clinical environment, managing competing demands according to departmental and organisational requirements
- Capacity for effective negotiation, conflict resolution and wide consultation at all levels, to maintain and foster key interpersonal relationships.
- Demonstrated commitment to building professional skills and capacity.
- Highly developed written and verbal communication skills and inter-personal skills.

- A flexible and adaptable approach to functioning in a team environment that enhances the team's high performance.

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
- 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

June 2026