

Position Description

Position title	Clinical Nurse Consultant C
Department / Division	Division of Surgery, Department of Gastroenterology and Clinical Nutrition
Classification	CLIN NURSE CONS C YR 1 CAPR 4.1
Position reports to	Operational: Director, Department of Gastroenterology Professional: Director of Clinical Operations, Surgical Services
Direct & indirect reports	Not applicable Number: 0
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

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

The CNC–Liver and Intestinal Transplant is an expert nursing role operating at the intersection of complex clinical care, national service delivery, and program development. Situated within the Department of Gastroenterology and Clinical Nutrition, the role supports the nationally funded paediatric liver transplant program in Victoria and the sole paediatric intestinal transplant service in Australia and New Zealand. The CNC provides advanced consultation, coordination, and education across the continuum of transplant care, from assessment through long-term follow-up and transition. Acting as a central liaison with national agencies, referral centres, and interdisciplinary teams, the role drives service innovation, contributes to national standards, and ensures consistent, evidence-based outcomes for children and families across jurisdictions.

ROLE PURPOSE

The Clinical Nurse Consultant (CNC) C is a Registered Nurse who is an advanced nursing professional who applies clinical expertise with leadership and educational skills to provide comprehensive care, support, and guidance to patients, healthcare teams, and beyond the organisation. As a senior member of the clinical team the incumbent will provide expert clinical leadership, consultation, and education and to lead a high functioning clinical team. The CNC C requires a dynamic and highly skilled individual who will lead initiatives to enhance patient care, foster a culture of continuous improvement, build the capability of clinicians and contribute significantly to the advancement of nursing practice, service delivery and improving outcomes.

KEY ACCOUNTABILITIES

Clinical Practice

- Provide expert clinical knowledge and skills, in the assessment and management of patients within area of specialisation
- Maintain currency with evidence base, research, trends and advancement in nursing practice to enhance clinical knowledge and inform evidence-based care decisions
- Act as a resource, advisor and consultant, providing guidance and support to clinical teams
- Collaborate and consult with healthcare teams, patients and families/carers to develop and implement patient care plans, ensuring the delivery of high quality, safe and efficient care
- Leads and develops the service / program to meet patient, family and organisational needs

Optimising Health Systems

- Participates in multi-disciplinary meetings, working groups and committees to contribute nursing perspectives and advocate for patient and family centred care
- Promotes and supports a culture of continuous improvement with consideration of policies, regulations and accreditation standards
- Coordinates the development and review of clinical guidelines for the service using an evidenced based approach and participates in developing these across the organisation
- Use of data to extend knowledge, inform quality clinical decision making, service delivery and enable improved outcomes
- Collaborate with stakeholders to identify system issues, propose solutions, and facilitate positive changes in service delivery

Education

- Develop and deliver educational programs and initiatives to enhance the knowledge and skills of nursing staff, students, and other healthcare professionals
- Facilitate the provision of relevant education and information to the family to empower them as partners in their care
- Provides culturally and cognitively appropriate healthcare education to patients and their families on conditions, treatment plans, and self-care strategies
- Collaborate with education specialists to facilitate the development, implementation, and evaluation of speciality education resources
- Maintain currency with the latest evidence-based practices, research findings, and educational resources relevant to the specialty area

Research and Improvement

- Monitor and evaluate clinical practice and service delivery using analytical skills in accessing and evaluating health information and evidence
- Participates in research projects and and/or clinical trials, collaborating with researchers for improved patient outcomes
- Collaborate with interdisciplinary teams, for improved service delivery and patient outcomes
- Translate research findings into clinical practice, contributing to the advancement of nursing knowledge and patient care outcomes.
- Seek opportunities and partnerships to support research and improvement

Professional Leadership

- Act as a role model and uphold professional conduct
- Provide leadership and guidance to nurses, promoting a positive work environment and fostering a culture of continuous improvement
- Provides active leadership to ensure the nursing profession is represented in decision making
- Attendance at, and participation in clinical supervision as a formal process of reflective practice and support
- Represent the nursing profession in relevant committees, forums, and professional organizations
- Supports the professional growth of others through clinical supervision or mentoring

QUALIFICATIONS AND EXPERIENCE

Essential:

- Current registration as a Registered Nurse with the Nursing and Midwifery Board of Australia (NMBA) administered through the Australia Health Practitioner Regulation Agency (AHPRA)
- Demonstrated commitment to ongoing personal and professional development as evidenced in a Continuing Professional Development (CPD) record/Professional Practice Portfolio (PPP)
- Relevant post graduate qualification (or willing to work towards)

Desired:

- Masters qualification (or willing to work towards)
- Demonstrated experience in service development, quality improvement or change management

KEY SELECTION CRITERIA

- Demonstrated advanced clinical knowledge and expertise in specialty area
- Proven ability to apply advanced clinical reasoning and critical thinking skills to complex patient care situations
- Ability to critically appraise research findings and apply evidence-based practices to improve patient care and outcomes
- Commitment to providing patient and family centred care
- Experience in implementing and managing change initiatives and innovations, with a focus on improving clinical outcomes and service delivery
- Excellent communication skills, both written and verbal, with the ability to convey complex clinical information to a diverse audience
- Proven ability to collaborate effectively with interdisciplinary teams, fostering a culture of teamwork and shared responsibility for patient care
- Experience in providing expert consultation to resolve clinical issues and improve patient care processes
- Well developed leadership skills with experience in providing clinical supervision, guidance, and mentorship to nursing staff

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

March 2024

Royal Children's Hospital Position Description Attachment

Position Details

Position Title:	CNC– Liver & Intestinal Transplant
Department/Division:	Gastroenterology and Clinical Nutrition, Division of Surgery
Date:	10/10/ 2025
Classification:	Clinical Nurse Consultant C (Code ZA7/ZA8, CAPR 4.1/4.2)
Reports to:	Operational: Director, Gastroenterology and Clinical Nutrition Professional: Director of Clinical Operations, Surgical
Required hours/days/shifts:	0830 – 1700 hrs. Part time days to be negotiated with team 1 on call day shift every 4-6 weeks on weekend
Location:	The Royal Children's Hospital, Flemington Road, Parkville, Vic.
Direct reports:	Nil

Role Context

The CNC - Liver and Intestinal Transplant operates at the nexus of clinical care, national leadership, and service development. Based within the Department of Gastroenterology and Clinical Nutrition, the role functions within a recognised centre of excellence for paediatric liver disease, Liver & intestinal Transplantation. It supports the nationally funded paediatric liver transplant program in Victoria and the sole paediatric intestinal transplant program in Australia and New Zealand.

Key Accountabilities

Clinical Practice

- Leads the coordination and oversight of transplant patient journeys from referral to long-term follow-up, including clinical assessments, transition planning, and family education.
- Demonstrates advanced autonomous decision-making in the initiation, planning, and management of urgent and complex transplant scenarios.
- Ensures consistency in care through development and dissemination of individualised, protocol-driven care plans that reflect national guidelines and best practice.
- Conduct transplant workup assessments and consultations (including interstate and international).
- Develop and manage individual transplant protocols for liver/intestinal and multi-organ recipients.
- Coordinate national and urgent transplant listings as per TSANZ protocols.
- Provide post-operative care support including drug monitoring and procedural coordination.
- Independently assess and manage post-transplant patients in outpatient settings.
- Facilitate transition to adult services with a comprehensive nursing handover.

Optimising Health Systems

- Central communication hub for all stakeholders involved in liver/intestinal transplant care, including national and international centres.
- Lead and review guidelines and procedures for organ donation and transplant confidentiality in collaboration with DonateLife.
- Contribute data to TSANZ, ANZLITR, ANZDATA, and NFC.
- Participate and consult in the development of national standards of transplant care.

Education

- Designs and delivers state and national-level multidisciplinary education programs to RCH and referring centre staff.
- Leads education for families and caregivers on transplant-related care throughout the clinical continuum.
- Mentors nursing and allied health colleagues internally and externally, including Advanced Practice Nurses and CNCs across the country (particularly Tasmania and South Australia)

- Promotes evidence-based practice through educational contributions to policy and procedural development.
- Deliver tertiary-level education on paediatric liver disease/transplantation to internal and external audiences.
- Educate and mentor Advance Practice Nurses and external referral centre staff.
- Identify family learning needs and deliver education to support care throughout the transplant continuum.

Research and Improvement

- Participates or leads research focused on clinical outcomes, service delivery models, and nursing practice in liver and intestinal transplantation.
- Collaborates with local & national stakeholders (e.g. TSANZ, ATCA, OTA) and research bodies (e.g. MCRI) on clinical trials, grants, and publications.
- Leads dissemination of outcomes through national and international forums, supporting practice improvement across the transplant community.
- Integrates research findings into clinical protocols, service models, and education content.
- Initiate and contribute to clinical research in liver/intestinal transplantation in partnership with VTLU, TSANZ, ATCA, and OTA.
- Participates in presentations and publications of transplant-specific outcomes in peer-reviewed journals.
- Evaluate role scope and patient outcomes to inform improvements in transplant service delivery.

Professional Leadership

- Recognised leader in transplant nursing, contributing to policy, practice, and research agendas.
- Represents RCH at national (and international where appropriate) committees, including TSANZ, ATCA & TNA.
- Provides strategic clinical input into organisational and policy development related to transplant care.
- Participates in APN leadership forums and contributes to the development and sustainability of advanced practice nursing at RCH.

Key Selection Criteria (Additional to Generic CNC C PD)

- Recognised for Local/National and/or international contributions to nursing standards and policies.
- Proven ability to lead service development initiatives and complex system redesigns.
- Demonstrated research skills – can include successful grant acquisition, investigation, publication, and translation into practice.
- Exceptional ability to evaluate and influence health systems and policies at service and local/state/national levels.
- Holds or is actively working towards master's qualifications in a relevant clinical or leadership specialty.
- Must be able to lead through change and manage on-call transplant responsibilities.
- Proven ability to function independently with advanced organisational and triage skills.
- Demonstrated excellence in multidisciplinary collaboration and stakeholder engagement.

Key Relationships

Internal:

- Department of Gastroenterology and Clinical Nutrition
- RCH Surgical Services leadership (Director of Clinical Operations, General Manager surgical services, Director of Surgery)
- RCH Surgical Services– Theatres & Anaesthetics
- Inpatient services - PICU, Cockatoo, Emergency, Possum, Allied Health
- Medical Imaging- Ultrasound, Interventional radiology
- Outpatient services – Specialist clinics, Nurse led Clinic, Day Medical Unit
- RCH CNC/APN Network
- Nursing education and research

External:

- Austin Health Liver Transplant Unit (LTU) & Australian Centre for Transplantation Excellence and Research (ACTER)
- Donate Life & Australian Organ and Tissue Authority (OTA)
- Transplant Society of Australia & New Zealand (TSANZ)
- Australian Transplant Coordinators Association (ATCA)
- Victorian Tasmanian Transplant Committee (VTTC)
- Transplant Nurses Association (TNA)

- Australia & New Zealand Organ Donation Registry (ANZOD)
- Australia & New Zealand Liver & Intestinal Transplant Registry (ANZLITR)
- Referring hospitals and interstate/international clinical networks
- Government and community-based healthcare providers (MCHN & GP)
- Department of Health Victoria

On-call Requirement

- 1 on-call day shift every ~ 4–6 weeks (weekend)
- Training will include supernumerary transplant coordination during business hours, and after hours with Austin LTU.