

Position Description

Position title	Neonatologist
Department / Division	Department of Neonatal Medicine/ Critical Care
Classification	In accordance with 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	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.

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 Neonatologist will provide clinical care for all infants admitted to the Butterfly Newborn Intensive Care Unit of the RCH. They will provide leadership in working within a multidisciplinary team, which includes other neonatal consultants and subspecialist consultants throughout the hospital. This involves ensuring the highest quality care,</p>

education and research, strong staff engagement and support, and effective relationships with the community and consumers of care.

KEY ACCOUNTABILITIES

- Provide family-centred clinical care for all infants admitted to the NICU of the RCH with the other Neonatal Consultants, shared on a *pro-rata* basis.
- Provide leadership in working within a multidisciplinary team, which includes other Neonatal Consultants, Neonatal Fellows and Registrars, Nurses, Allied Health Specialists, Ward Clerks, Administrative and Patient Service Assistants, and other subspecialist teams throughout the hospital.
- Participate with the other Neonatal Consultants in the on-call and recall service of the NICU on a pro-rata basis.
- Participate in the follow-up of infants discharged from the NICU.
- Provide leadership in the Neonatal Team's liaison with referring Paediatricians, General Practitioners, Obstetricians, and other relevant healthcare providers.
- Assist the Director in the administration of the Department, as delegated.
- Attend clinical management, planning or business meetings, as directed by the Director.
- Contribute to the performance of the Department in line with the Departmental Plan, across the domains of Clinical Excellence, Multidisciplinary Education, Quality Improvement, Research and Staff Wellbeing & Development.
- Actively participate in the teaching & supervision programme of the NICU and contribute to the education of medical students and FRACP candidates.
- Undertake continuing professional development, including departmental SMS training, as per AHPRA medical practitioner registration requirements and as directed by the Director.

QUALIFICATIONS AND EXPERIENCE

Essential:

- Specialist registration with AHPRA
- FRACP or equivalent and completion of advanced training in Perinatal/Neonatal Medicine.
- Minimum 1 year of experience working in a quaternary surgical unit at at least fellow level

Desirable:

- Experience working in a Senior Medical Staff (consultant) position within a tertiary level NICU or retrieval service
- Subspecialty interest in area such as, Neonatal Neurodevelopment/Neurology, Cardiology/Haemodynamics or health analytics.
- A Higher degree, completed or in progress, and/or
- Experience of supervising research projects.

KEY SELECTION CRITERIA

- Possesses leadership and management skills.
- Demonstrates effective communication, interpersonal and negotiating skills.
- Is able to work as part of an interdisciplinary team.

- Is a strong advocate for patients and their families.

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

23rd May 2025