

Position Description

Position title	Paediatric Ophthalmologist
Department / Division	Ophthalmology
Classification	HN16 – HN40
Position reports to	Operational: Chief Orthoptist Professional: Director, Ophthalmology
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
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 consultant ophthalmologist (specialising in paediatric ophthalmology) is responsible for delivering subspecialty paediatric ophthalmic care to inpatients and outpatients of RCH in a multi-disciplinary setting. The role requires clear, timely and effective communication with patients, families, and colleagues both internal and external to the RCH.

The role requires active involvement in the supervision and training of ophthalmology registrars, ophthalmology fellows, medical students, orthoptists and orthoptic students. You will be required to work within the scope of practice relevant to this role – which will be determined by the Director, Department of Ophthalmology.

KEY ACCOUNTABILITIES

Provision of Care

- Provide inpatient and outpatient paediatric ophthalmic care, both surgical and non-surgical to patients of the Department of Ophthalmology.
- Be familiar with and work in accordance with RCH Department of Ophthalmology assessment, management, and referral guidelines to ensure patients receive clinically appropriate, evidence-based care.
- Ensure timely provision of care through prioritisation of own caseload, that of colleagues as well as patient needs.
- Initiate and facilitate patient discharge in line with department discharge guidelines to ensure patients receive the most appropriate pathway of care.
- Maintain accurate and timely record keeping, including assessments, treatment aims, interventions, outcomes and follow up advice.

Communication

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

Collaborative Practice

- Act as a clinical resource to healthcare professionals, delivering specialist advice, support and/or education.
- Be respectful of the needs of patients, parents, visitors, and other staff and maintain a professional approach to all interactions.

Continuous Improvement

- Identify personal and professional development needs, and plan and implement strategies for achieving them.
- Contributes positively to change processes, through demonstrating flexibility and openness to change.

Lifelong learning

- Be actively involved in department clinical research activities.
- Participate in the annual RCH Paediatric Ophthalmology Seminar to support registrar education.
- Maintain medical registration, medical indemnity insurance and satisfy RANZCO CME requirements.

QUALIFICATIONS AND EXPERIENCE

Essential:

- Legally qualified medical practitioner
- FRANZCO or equivalent
- Demonstrated experience in general and paediatric ophthalmology and ophthalmic surgery as it pertains to children.

Desirable:

- Previous experience using the electronic medical record system "EPIC"

KEY SELECTION CRITERIA

Skills (operational roles)

- Demonstrate high level of clinical skills in outpatient and operating settings
- Ability to reflect on own performance and work to improve perceived shortcomings
- Excellent communication skills with children, families, and all levels of staff
- Ability to work as a team, especially with orthoptists and medical colleagues
- Willingness to teach
- Willingness to be involved and lead clinical research

Attributes

- Professional demeanour
- Ability to balance competing and conflicting priorities
- Excellent time management skills
- Willingness to contribute to department activities
- Consideration of best interests of patients, families, and staff a priority
- Willingness to "pitch in" and work hard

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	12/11/2025
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