Position Description

Position title	Paediatric Plastic Surgeon
Department / Division	Department of Plastic and Maxillofacial Surgery
Classification	Specialist Year 1 - Specialist Year 4 (HN16 – HN31)
Position reports to	Head of Plastic & Maxillofacial Surgery
No. of direct & indirect reports	n/a
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	A Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids. Category B - works in a patient facing setting but rarely or unlikely to have contact with blood or body fluids (or aerosols without PPE) Category C - works in a non-clinical setting, non-patient facing setting and only attends clinical areas infrequently

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 Plastic and Maxillofacial Surgery at the Royal Children's Hospital is a leading unit of the Hospital and offers a full range of services in addition to general Paediatric Plastic and Maxillofacial Surgery; including centres

of excellence in Cleft and Craniofacial surgery, the management of Vascular Anomalies, Microtia, Facial Nerve Palsy, Obstetric Brachial Plexus Palsy and complex Congenital Hand and Upper Limb Anomalies.

The volume of demand for these specialist clinical services has continued to increase in the past 20 years. The Department of Plastic and Maxillofacial Surgery manages both inpatients (performing approximately 1,800 operations per year) and outpatients (more than 10,000 visits per year). The Department's clinical work involves not just surgical inpatient and consultative outpatient care, but clinical collaboration within the Hospital and with peers nationally and internationally.

At RCH, we are committed to providing care for children and supporting their families to the highest possible standard. This is at the heart of our continuing vision as a great children's hospital, leading the way and our values of Unity, Integrity, Excellence and Respect.

Further information on RCH is available at http://www.rch.org.au/plastics

The Sessional Plastic Surgeon will contribute to the clinical service, with an interest in Paediatric Plastic and Burn Surgery, and be integral in the development of sustainable audit, quality and research programs.
In conjunction with current staff, the successful applicant will provide inpatient and outpatient plastic surgical care to children with general paediatric plastic surgical conditions and Burn surgery. Participation in an afterhours emergency care roster is expected on weekends. The appointee will contribute to service development within the unit will develop and conduct research projects, lead quality initiatives and evaluate current work practices. Other duties will include supervision of junior medical staff and provision of training and education to department other RCH staff and medical students. In consultation with the Head of Department and other department staff, the appointee will ensure all services are maintained and delivered in line with the RCH-wide philosophy and culture of patient and family centred care, vision and values.

KEY ACCOUNTABILITIES

- Excellence in healthcare
- Improved access to departmental services, use of theatre and other resources
- Further development of specialist clinics and improved care delivery
- Development of clinical practice guidelines and protocols
- Quality improvement
- Databases
- Translation of clinical research into practice
- Raising the profile of our department and hospital attracting the best trainees
- Provision of leadership in clinical care to Victoria and Australia
- Surgical education engagement
- Hospital management and committee involvement.
- Modelling the RCH values and behaviours in line with the Compact

QUALIFICATIONS AND EXPERIENCE

- Specialist registration with AHPRA
- Fellowship with the Royal Australasian College of Surgeons or equivalent qualification (FRACS Plastic Surgery or equivalent).
- Post fellowship training in Paediatric hand and microsurgery is essential
- The candidate should be a qualified Plastic Surgeon.

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's Check throughout their employment
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

KEY SELECTION CRITERIA

- Demonstrated ability to deliver high level clinical care and good clinical outcomes
- Interest in leadership and commitment to develop appropriate skills
- Well-developed interpersonal skills and ability to work as part of a team
- "can do" attitude and flexible approach
- Ability to balance competing demands and conflicting priorities
- The ability to successfully manage time and prioritise

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	**Oct 2025**