

Position Description

Position title	Clinical Ethicist, Advanced Therapies Program
Department / Division	Advanced Therapies Program, Medical Services Division
Classification	RZ5 – RZ7 – Medical Scientists, Pharmacists and Psychologists - Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021-2025 Up to 1EFT (minimum 0.4EFT)
Position reports to	Clinical Director, Children's Bioethics Centre The role is embedded within the Children's Bioethics Centre but also has a matrix management arrangement to the Program Manager, Advanced Therapies Program
No. of direct & indirect reports	Nil
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 <i>a world where all kids thrive</i>. 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
Advanced therapies aim to regenerate, repair, or replace damaged cells, tissues and organs that mediate specific diseases, and in doing so significantly alter the trajectory and burden of disease for patients. Advanced therapies include precision medicines for the treatment of specific genetic conditions and cancers. The newly established RCH Advanced Therapies program sits within the Medical Services Division and is structured as clinical/research partnership and is a key enabler for clinicians and patients to access new advanced therapies via coordinated and streamlined governance approvals and integrated research trials within the clinical practice setting. By supporting the cohesive and expanded delivery of advanced therapies to children in Victoria, the program will position the RCH as an international centre of clinical excellence comparable to international exemplar peers. The Clinical Ethicist role will provide dedicated expertise to the Advanced Therapies Program and will be embedded within the Children's Bioethics Centre for professional, clinical, and academic leadership. The Children's Bioethics Centre provides the Clinical Ethics Service for The Royal Children's Hospital (RCH). The service advises and supports hospital staff work through complex decision-making, provides policy advice to RCH executive, builds capacity in ethical deliberation through education and undertakes bioethics research
ROLE PURPOSE
The Clinical Ethicist, Advanced Therapies Program will provide ethical expertise to assist the development of governance, guidelines and frameworks to support the Program. They will also provide ethical analysis to support decision-making relating to the introduction and provision of advanced therapies to individual patients.
KEY ACCOUNTABILITIES
Ethical analysis Working collaboratively with staff of the Advanced Therapies Program, the Children's Bioethics Centre, and RCH Campus partners including clinicians, patients and their families and researchers, the Clinical Ethicist will; • Integrate ethical considerations into existing governance processes for the introduction of advanced therapies at the RCH. • Develop ethically supportable guidelines for the use of advanced therapies at the RCH. • Contribute to ethically sound clinical protocols for the administration of advanced therapies e.g. patient selection, informed consent, monitoring of efficacy, monitoring for side effects, funding sources etc. • Ensure that ethical aspects of governance processes, guidelines and clinical protocols are consistent with RCH policies, and are also in line with state and national regulations for the use of advanced therapies. • Provide ethical advice on a case-by-case basis as required to clinicians, researchers, patients and their families regarding decision-making for the use of advanced therapies. • Establish and co-chair the Personalised Therapies (n=1) Advisory Panel to consider cases where bespoke, experimental treatments become available for individual patients. • Contribute to the ethical conduct of research in Advanced Therapies, as per the National Statement on Ethical Conduct of Human Research, and the Australian Code for Responsible Conduct of Research. • Develop educational materials and deliver training sessions on the bioethical issues relating to advanced therapies to RCH staff, governance committee members, campus partners and stakeholder groups. • Assist families in decision-making when they are offered access to advanced therapies

- Develop working relationships and collaborations with Clinical Ethicists at leading national and international Paediatric hospitals who are also delivering advanced therapies
- Disseminate ethical learnings from the Advanced Therapies Program to RCH Campus partners, and to national and international colleagues.

Leadership

- Provide leadership and strategic direction to multidisciplinary teams on the ethical considerations of advanced therapies clinical trials, and clinical care.
- Support the Advanced Therapies Program team in conducting horizon scanning and strategic planning around emerging advanced therapies as they are discovered.

Communication and interpersonal skills

- Maintain professional, timely and clear communication with Advanced Therapies Program team members and internal and external stakeholders.
- Contribute to a positive and professional work culture and lead by example via all communications, actions and behaviours.
- Actively participate in and contribute to Advanced Therapies Program team meetings and other meetings and committees (as required).
- Prepare all written reports and documents to required standards and formats.
- Demonstrate emotional intelligence in managing own and others' values, attitudes and behaviours.

Continuous improvement

- Actively identify, initiate and implement continuous improvement activities to support the continued growth and development of the Advanced Therapies Program.

Professional and ethical practice

- Uphold the values outlined in the RCH Compact and other RCH policies, procedures and guideline documents (as relevant).
- Ensure the privacy and confidentiality of any sensitive information accessed in the context of the role.
- Adhere to agreed document management and cyber-security practices (including aligned regulatory/legislative requirements).
- Adhere to all Occupational Health and Safety requirement of the role and workplace, including if/when working remotely.

Lifelong learning

- Continue to develop expertise specific to advanced therapies.
- Seek out opportunities to extend knowledge around the key ethical issues related to advanced therapies from national and international counterparts.
- Identify personal and professional development needs, and strategies to address learning goals through the Performance Development and Planning (PDAP) process.
- Regularly seek and participate in two-way feedback of own performance through informal and formal supervision and performance reviews and evaluate and act on feedback to improve performance (as appropriate).

QUALIFICATIONS AND EXPERIENCE
Essential: • Tertiary qualifications in a relevant discipline and post graduate qualification in bioethics and/or clinical ethics training • Experience in ethical analysis of practical real-world problems and/or technologies • Experience in working in a multidisciplinary clinical environment with clinicians and researchers Desirable: • Experience in/knowledge of, the ethical aspects of advanced/novel therapies specific to paediatrics • Basic knowledge of the different types of advanced therapies • Track-record of peer-reviewed publications relevant to ethical aspects of advanced therapies • Experience working with patients and families
KEY SELECTION CRITERIA
• High-level capabilities specific to clinical ethics, including analysis of practical real-world problems and/or technologies • Demonstrated leadership skills and experience in critical thinking/strategic planning • Demonstrated ability to build and maintain strong working relationships with colleagues, multidisciplinary team members, and other internal/external stakeholders, as well as the capacity to work autonomously • Capacity to write policy/procedure documents and support colleagues with their implementation through delivery of education and training • Understanding of best practice conduct of research and clinical trials • Highly developed written and verbal communication, interpersonal and stakeholder management skills
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

August 2026