

Position Description

Position title	Art Therapy Team Leader
Department / Division	Department of Child Life Therapy and Music Therapy, Division of Allied and Digital Health Ambulatory Services and Allied Health
Classification	Grade 3 Year 1 to Grade 3 Year 4 (AT65 – AT68)
Position reports to	Operational: Manager, Child Life, Music, Art and Garden Therapies Professional: Manager, Child Life, Music, Art and Garden Therapies
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.

<p>The Royal Children's Hospital</p> <p>The Royal Children's Hospital's (RCH) vision is <i>a world where all kids thrive</i>.</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>

<p>ROLE CONTEXT</p> <p>Art Therapy at RCH is part of Allied Health and consists of a team of professional ANZACATA Art Therapists (ATHr) who provide clinical art therapy services to infants, children and adolescents with a range of medical conditions. The team of Art Therapists support patients using targeted therapy sessions to assist with aspects of their hospital</p>

experience. The aim of Art Therapy is to use the process of art to provide therapeutic mental health support, through a range of face-to-face services and resourcing.

ROLE PURPOSE

The role of this Art Therapy team leader position is to develop, coordinate and lead the art therapy service within the Child Life, Music, Art and Garden Therapies department at the Royal Children's Hospital. The position aims to ensure that the Art Therapy team delivers the best outcomes for patients and families while working in close collaboration with art therapy staff, medical, nursing and other allied health staff as well as the patients/families themselves and other external service providers.

KEY ACCOUNTABILITIES

Provision of Care

- Deliver an excellent, evidence-based Art Therapy services as required to children and families presenting with a broad range of complex needs across a variety of specialty areas.
- Manage a complex and varied clinical caseload.
- Provide high level of clinical expertise with independent decision making.
- Maintain clinical documentation, records and data as per discipline specific guidelines and RCH procedures.
- Lead the ongoing development, review and maintenance of administrative processes and improved communication mechanisms.
- Actively participate and contribute to continuous improvement and continuing education opportunities.
- Plan for, and effectively manage, contingencies that may affect the performance of healthcare activities.
- Empower all staff to identify, analyse, report and manage risks and support staff who raise concerns about risk or patient safety.
- Ensure timely provision of discipline services through appropriate prioritization of stream and departmental caseload and patient needs
- Be a source of clinical expertise, advocacy and guidance within the clinical stream, across the department and within the broader multidisciplinary team
- Delegate healthcare activity to others according to their competency and scope of practice to ensure appropriate workload management and prioritisation across the department ensuring others can self-manage and regulate their workload

Lifelong Learning

- Participate in professional development activities to ensure that best clinical practice is maintained.
- Promote a culture in which clinical supervision is treated as part of core business of contemporary professional practice.
- Participate in teaching.
- Actively promote an environment of lifelong learning.
- Lead, coordinate and contribute to the art therapy student education program through clinical placement program development, student supervision and liaison with university p.

Collaborative Practice

- Work in collaboration with multidisciplinary teams.
- Work with initiative, autonomy and lead others in the pursuit of team goals.
- Demonstrate a flexible and adaptable approach to functioning in a team environment that enhances the team's performance to ensure ongoing excellence in service delivery and teamwork.
- Lead and motivate staff to strive for and achieve inter-professional team goals and shared responsibility for the provision of care.
- Promote and develop partnerships with health care providers / community providers / Art Therapy networks.

Communication

- Demonstrate highly developed verbal communication, interpersonal skills and attention to detail with the ability to interact with a variety of interest holders.
- Demonstrate, proactive, transparent communication and consider different points of view and compromise, where necessary and appropriate, to reach consensus.
- Communicate effectively with patients and families to ensure their understanding and that their needs and views are included in plans and actions.
- Facilitate open and effective communication across all levels of the Child Life, Music, Art and Garden Therapy Department and more broadly across the organisation.

Continuous Improvement

- Actively contributes, as an individual and as a member of a team, to the continuous improvement of health care quality and patient safety
- Complete quality activities in timely manner.
- Act to reduce error and sources of risk in own practice.
- Contribute positively to change processes, through demonstrating flexibility and openness to change.
- Develop awareness of governance requirements including safety and quality clinical practice guidelines, procedures and policies including how they apply to clinical role.
- Empower team to identify, analyse, report and manage risks.
- Manage local risks and escalate appropriately to line manager and relevant interest holders.

Supervision, Leadership and People Management

- Participate in clinical supervision in accordance with ANZACATA standard operating procedures and the RCH Allied Health Clinical Supervision.
- Provide supervision to postgraduate Art Therapy students on placement within the hospital and oversee the art therapy student supervision program.
- Work under general direction with autonomy.
- Organise and supervise the day-to-day activities of staff within clearly defined expectations.
- Provide clinical supervision to staff and students.
- Provide regular, constructive feedback to team.
- Organise and lead regular team meetings.

- Provide clinical and operational leadership in area of expertise.
- Assist the manager of department for planning and recruiting workforce.
- Contribute to strategic planning as part of departmental and / or multidisciplinary leadership team.

Organisation and Planning

- Apply a highly developed organisational and planning skills with ability to prioritise workload and competing demands
- Contribute to strategic planning as part of departmental and / or multidisciplinary leadership team

Research

- Understand the principles of evidence-based practice, and critically evaluate clinical practice in light of available evidence, experience and patient/ family values and circumstances.
- Evaluate current practice with respect to the evidence.
- Find, critically review, evaluate and interpret literature and apply to current role/service.
- Support a research culture and agenda.
- Appropriately share evidence e.g., present at journal club, special interest groups, conferences and scientific meetings.
- Work with team/department to identify research gaps and takes opportunities to engage academic partners.

QUALIFICATIONS AND EXPERIENCE

Essential:

- Hold a Bachelors degree in psychology, fine arts, occupational therapy or equivalent.
- Hold a Masters degree in Art Therapy from an ANZACATA approved university or college.
- Meet the standards of professional development as determined by ANZACATA - the peak professional association for Creative Arts Therapies in Australia, New Zealand, and Asia.
- Have the relevant experience, to supervise art therapists and Master of Art therapy students.

Desirable:

- Demonstrated leadership experience.
- A minimum of 7 years of clinical experience, ideally within a hospital context.
- Experience providing Art Therapy services to hospitalised and seriously ill children.

KEY SELECTION CRITERIA

- Proven experience in developing and managing specialist art therapy programs within a paediatric setting.
- Proven ability to work independently and collaboratively with a multi-disciplinary framework.
- Demonstrated knowledge of art therapy theory and its application to therapeutic practices.
- Demonstrated ability to provide assessment and delivery of Art Therapy services within the context of family centred care.

- Excellence in the delivery of individual and group art therapy programs.
- Demonstrated ability to work collaboratively within a multi-disciplinary framework.
- Demonstrated ability to build and maintain working relationships with key internal and external interest holders.
- Excellent communication, organisational and time management skills
- Commitment to building professional skills and capacity.
- Demonstrated ability to supervise art therapists and Master of Art Therapy Students.
- Commitment to Quality Improvement principles, and evidence of initiation, implementation, and completion of projects.
- A minimum of 7 years' experience providing an Art Therapy practice.
- Commitment to teach, mentor and develop staff at all levels, within a hospital setting.

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

May 2026