

Position Description

Position title	Senior Clinical Neuropsychologist – High Risk Infant Follow-up (12 month parental cover)
Department / Division	Neonatal Medicine/Critical Care
Classification	Grade 2 Year 1 – Grade 3 Year 4 PK1 – PL4
Position reports to	Operational: Director of Neonatal Medicine Professional: Team Lead, Neonatal Neurodevelopmental Follow up/Senior Clinical Neuropsychologist
No. of direct & indirect reports	n/a
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 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 CONTEXT

The Department of Neonatal Medicine specialises in the management of newborn infants with surgical and complex medical conditions. We have in excess of 800 admissions per year. We recognise the importance of structured, targeted neurodevelopmental follow-up and to this end have developed a dedicated multi-disciplinary High Risk Infant Neurodevelopmental Follow-Up Clinic in which targeted sub-groups of our patients can be assessed at key time points in their development (specifically age 2 and 5 years of age).

ROLE PURPOSE

The main purpose of the Clinical Neuropsychologist is to undertake comprehensive assessments of children who were cared for on the neonatal intensive care unit (NICU) and are invited back for follow-up under the direction of the Director of Neonatal Medicine and Team Lead of the NNFU service. The Clinical Neuropsychologist will provide expertise within the psychology discipline in the Neonatal Neurodevelopmental Followup Clinic. The service is provided on an outpatient basis with the primary objective of supporting families to understand any needs for their child with onward referral to relevant RCH or community-based services if needs are identified.

KEY ACCOUNTABILITIES

Provision of Care

- Purposefully and expertly engage children, young people and their families in neurodevelopmental follow up assessments.
- Provide specialist assessment of children presenting to the Neonatal Neurodevelopmental Follow-Up Service, with referral to local and community-based therapists where therapy needs are identified.
- Prepare psychological reports, and provide effective verbal and written feedback to referrers, patients and others, as appropriate.
- Liaise with other RCH units and external organisations regarding implications of assessments.
- Work collaboratively within a multi-disciplinary team, including Allied Health, the patient's medical and surgical teams and wider systems to provide consistent, integrated and holistic care.
- Demonstrate a commitment to culturally safe and sensitive service provision.

Supervision, Leadership and People Management

- Provide supervision to clinical staff and students (individual and group-based), as required.
- Provide support to the Coordinator of Neuropsychology (i.e. leave cover) in managing the Neuropsychology Service within the Department of Neonatal Medicine.
- Provide secondary and tertiary consultation around issues relevant to clinical neuropsychology to RCH Neonatal Medicine, Royal Children's Hospital and community-based professionals and organisations.
- Participate in teaching and research activities within RCH, University of Melbourne and other tertiary institutions, as required.
- Contribute to the Psychology Service meetings, professional development program, seminar series, student case presentations, peer supervision and quality assurance activities.

Continuous Improvement

- Maintain records of adequate standard according to policy and procedures of the Psychology Service, the RCH, and the Psychology Board of Australia.
- Attend relevant training and professional development activities to ensure that registration, clinical endorsement, and board approval as a supervisor are maintained.
- Actively participate in all forms of supervision (operational, professional and clinical).
- Participate in continuous quality improvement activities and research projects.
- Work within legal and ethical obligations for excellent family-focused care.
- Provide clinical supervision to staff and students, and provides regular, constructive and developmental feedback to team.

Other responsibilities

- Be aware of, and work in accordance with, Hospital policies and procedures, including Occupational Health and Safety, Equal Employment Opportunity and Confidentiality.
- Be respectful of the needs of patients, visitors and other staff and maintain a professional approach to all interactions.

QUALIFICATIONS AND EXPERIENCE

Essential (all, unless otherwise specified for P3)

- Completion of an accredited Master or Doctoral program in Clinical Neuropsychology, recognised by the Psychology Board of Australia.
- Hold general registration with the Psychology Board of Australia (Board)
- Hold an Area of Practice Endorsement in Clinical Neuropsychology with the Psychology Board of Australia or be enrolled in a Registrar pathway in paediatric neuropsychology that is directed towards Endorsement as above
- Hold Board-approved supervisor status, including Board-approval as a 'Registrar Program Principal Supervisor' (P3 applicants only)
- Have a minimum of five years professional experience as a Psychologist Grade 2 (or equivalent; P3 applicants only)
- Experience in clinical practice in the area of paediatric clinical neuropsychology
- Ability to function independently as a Clinical Neuropsychologist and to provide a range of Clinical Neuropsychology services
- Demonstrated ability to supervise clinical staff and post-graduate students (P3)
- Continuously satisfy the Psychology Board of Australia continuing professional development standards
- Uphold the Psychology Board of Australia Code of Ethics

Desirable:

- Ability to work on days with clinic room access (e.g. Monday/Tuesday, or Monday/Friday)
- Specialist experience in the field of follow-up for NICU graduates
- Experience using the Bayley's Scales of Infant Development (Fourth Edition) in 2 year old clinical or research assessments

KEY SELECTION CRITERIA

- Highly developed interpersonal, verbal and written communication skills.
- Highly developed time management skills in order to balance sometimes competing and conflicting priorities.
- Extensive experience in clinical practice in the area of paediatric clinical neuropsychology.
- The ability to cope with stressful situations in an effective and professional manner.
- Demonstrated ability to operate as a member of a team.
- Demonstrated ability to liaise with allied health, medical and nursing staff, government departments, school staff and other health providers in a professional manner.
- Demonstrated experience in clinical supervision and expert ability to provide mentorship and guidance to clinical staff (P3)

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.
- Employees are expected to engage in team meetings, and to contribute to the team's functioning under the guidance of the Team Lead.

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
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