

ROLE CONTEXT

This role sits within the Department of Neurodevelopment and Disability. The department provides clinical services to children and young people living with disabilities. Many of our patients also have additional substantial social vulnerabilities.

ROLE PURPOSE

This role is a senior clinical leadership position within the Department of Neurodevelopment and Disability (NDD), providing a link between clinical practice, research and service development. The role partners closely with the Apex Chair of Neurodevelopment and Disability, University of Melbourne, to ensure research priorities are informed by clinical context and to support the translation of research evidence into clinical practice. The role aims to strengthen the NDD department's capacity for clinical innovation through research, education and multidisciplinary collaboration, with a focus on improving care, wellbeing and quality of life of children and young people with disabilities and their families.

KEY ACCOUNTABILITIES

Clinical innovation through research provided within the department of Neurodevelopment and Disability through:

- Collaborating on the development and implementation of a clinical research strategic plan that bridges clinical need with the strategic directions of the Apex Chair
- Promoting internal and external interdisciplinary clinical research collaborations
- Translation of research outcomes into clinical practice, for example through development of evidence-based guidelines, innovative models of care, resources or approaches to support the care of children with neurodevelopmental disabilities.
- Contributing to or leading peer-reviewed publications, presentations and other forms of dissemination and awarding of competitively funded research grants
- Ensuring that service initiatives and research evidence are integrated into professional clinical practices, departmental work unit guidelines and service protocols as appropriate
- Contributing to the development and review of policies, protocols and guidelines within the clinical area

Provide clinical leadership within NDD and participate in NDD care delivery consistent with professional scope to ensure ongoing excellence in service delivery and teamwork, including:

- Maintaining high quality administrative processes, communication mechanisms and service delivery consistent with the principles of continuous improvement
- Planning for and effectively managing, contingencies that may affect the performance of healthcare activities
- Empowering staff to identify, analyse, report and manage risks, and support staff who raise concerns about risk or patient safety
- Acting to ensure formal processes exist for evaluating whether treatment and care is evidence-based and meeting the needs of patient and families as well as the healthcare system

Develop and foster a lifelong learning culture across the department, and support others to develop and accomplish their professional goals and objectives, including:

- Maintaining AHPRA or equivalent registration and CPD requirements for relevant discipline

- Leading the development and implementation of a program of research-to-practice education within the department and research team
- Promoting a culture in which clinical supervision is treated as core to professional practice

Apply excellent verbal communication and interpersonal skills with the ability to interact with and influence a variety of stakeholders, achieving mutual understanding and agreed outcomes, including:

- Anticipating and identifying conflict, and constructively addressing issues through respectful and influential communication
- Facilitating open and effective communication across all levels of the discipline and department and more broadly across the organisation
- Ensuring systems are in place for coordinating and performing appropriate clinical and professional activity handover, and arranging follow-up to ensure patient care is maintained and professional activities are managed

Collaborate in the development and implementation of a systematic approach to advocacy across The Melbourne Children's Campus for children, young people living with disability and for their families.

Act with professionalism and integrity, including

- Working with initiative and autonomy while leading others in the pursuit of team goals
- Participating in clinical supervision
- Providing expert, evidence-based clinical mentoring, education, training, consultation and supervision to staff and students
- Ensuring timely and relevant reporting to internal stakeholders and external regulatory bodies
- Contributing to strategic planning of the Department and Apex Chair, aligned with organisational values and strategic plan
- Providing technical leadership in area of expertise
- Reporting on key performance indicators Applying emotional intelligence and self-awareness, particularly in stressful situations, to manage the impact of own assumptions, values, attitudes and behaviours on others

QUALIFICATIONS AND EXPERIENCE

Essential:

- Tertiary qualification in Medicine, Nursing, Psychology, Speech Pathology, Social Work, Physiotherapy or Occupational Therapy, meeting the Royal Children's Hospital medical, nursing and allied health credentialing standards (see detailed description for each discipline under –**Discipline Specific Qualifications** details below)
- Eligibility for professional registration with AHPRA (where required) or membership of an appropriate professional body
- Uphold registry board's codes of ethics and/or conduct
- Have the required clinical experience for the role
- Completed a research degree (Masters degree or equivalent) or working towards a PhD
- Demonstrated excellence in clinical skills in the care of children with disabilities and their families
- Experience in effective delivery of family centred care.
- Experience and expertise in research methodologies.
- Ability to work effectively independently and as part of a team

- Demonstrated ability to lead a team and ability to work well as a senior team member, including leading, mentoring and training others

Desirable:

- Experience with the translation of research to clinical practice
- Publication experience in peer reviewed journals and at relevant conferences
- Experience in design and delivery of research projects
- Experience in developing and delivering education to peers and others

KEY SELECTION CRITERIA

- Relevant qualification, and clinical experience in the care of children with disability
- Experienced and skilled clinician with consolidated clinical assessment, formulation, and clinical reasoning abilities
- Demonstrated research engagement and emergent or established track record
- Demonstrated knowledge and skills in research methods, and commitment to, and skills in, being an effective evidence-based practitioner
- Capacity for innovative 'big picture' thinking and strategic planning
- Commitment to improving the clinical care and quality of life children with a disability and their families.
- Exceptional professional, interpersonal and self-reflection skills people bring diverse perspectives and experiences
- Ability to work flexibly in a fast-paced clinical and research environment, managing competing demands according to departmental and organisational requirements
- Highly developed communication, supervision and education skills of a level suitable for supervision of students and peer mentoring and education
- Advanced skills in stakeholder engagement, including influencing multidisciplinary teams to achieve shared goals
- The ability to engage children of different ages and abilities, and to advocate for them and their families
- Excellent computer literacy skills including advanced skills with Word, PowerPoint and Excel, and ability to learn and apply new programs

DISCIPLINE SPECIFIC QUALIFICATIONS

Essential qualifications and experience:

For medical practitioners

-M.B.B.S or equivalent from recognised university

-Current registration as a Medical Practitioner with the Medical Board of Australia administered through the Australia Health Practitioner Regulation Agency (AHPRA)

For Nurses

- Current registration as a Registered Nurse with the Nursing and Midwifery Board of Australia (NMBA) administered through the Australia Health Practitioner Regulation Agency (AHPRA)

• Demonstrated commitment to ongoing personal and professional development as evidenced in a Continuing Professional Development (CPD) record/Professional Practice Portfolio (PPP)

For Psychologists

- An accredited Master or Doctoral qualification in an area eligible for practice endorsement, recognised by Psychology Board of Australia. (Note - Master of Professional Psychology qualification does not meet this criterion).
- Current general registration with the Psychology Board of Australia (Board).
- Have (at least) 8 years post-qualification experience as a registered psychologist.
- Hold an Area of Practice Endorsement with the Board in a relevant area of practice for this role.
- Continuously satisfy the Psychology Board of Australia's continuing professional development standards.
- Uphold the Psychology Board of Australia's Code of Conduct.
- (Desirable) Hold Board-approved supervisor status, including Board approval as a 'Registrar Program Principal Supervisor'.

For Occupational Therapists

- Hold an OT degree qualification or equivalent from an accredited course / university.
- Be registered with AHPRA and as such have satisfied the requirements of continuing professional development and recency of practice.
- Uphold the Code of Ethics, OT Australia.

For Speech Pathologists

- Hold a degree in Speech Pathology from an accredited university.
- Be eligible for Certified Practising Membership with Speech Pathology Australia.
- Be eligible for Certified Practising Membership must be maintained for the duration of employment in this role. Uphold the SPA Code of Ethics

For Physiotherapists

- Hold a Physiotherapy degree qualification from an accredited Course / University
- Be registered with AHPRA.
- Satisfy the Physiotherapy Board of Australia Continuing Professional Development and Recency of Practice Guidelines.
- Uphold the Physiotherapy Board of Australia Code of Conduct

For Social Workers

- Hold a degree in Social Work from an accredited course/university.
- Be eligible for membership of the AASW.
- Meet AASW accreditation standards for Continuing Professional Education.
- Uphold the AASW Code of Ethics.

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

20 May 2026