

Position Description

Position title	Antimicrobial Stewardship Pharmacist
Department / Division	Pharmacy/Access and Clinical Operations
Classification	Grade 3 Year 1 – Grade 3 Year 4 SX6 – SX81
Position reports to	Director of Pharmacy/Director of Infectious Diseases
No. of direct & indirect reports	0
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)

<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>The Antimicrobial Stewardship Pharmacist sits within the departments of Pharmacy and Infectious Diseases at RCH to support the Antimicrobial Stewardship (AMS) program, an innovative and evidence-based service to improve the use of antimicrobials, patient safety, infection treatment outcomes and be accountable for the financial burden to the RCH from antimicrobials.</p>

ROLE PURPOSE
The Antimicrobial Stewardship Pharmacist will be key to the relationship building that will be required for ongoing implementation of the AMS program. Drive the improvement to streamlining processes in the electronic medical record (EMR) and evaluating impact, with a key focus on Epic Buggy AMS implementation, Epic's infectious diseases application.

KEY ACCOUNTABILITIES
<p>Provision of Care</p> <ul style="list-style-type: none"> • Deliver excellent evidence-based practice antimicrobial assessments and interventions to lead the implementation of Buggy AMS module across the hospital • Work collaboratively with the EMR team and key stakeholders to continue to refine and improve the Buggy AMS module leading up to and post go-live. • Prepare for and participate in AMS rounds and other daily AMS activities including the review and optimisation of key antimicrobials and education to prescribers, documentation of AMS recommendations and follow up of compliance. • Support clinical departments to seek appropriate AMS approval for restricted and highly-restricted antimicrobials. • 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 in, provide and contribute to continuous improvement and continuing education opportunities • Plan for, and effectively manage, contingencies that may affect the performance of healthcare activities • Act to reduce error and sources of risk in own practice, as well as the broader discipline/ department and healthcare setting • Ensure timely provision of discipline services through appropriate prioritisation of stream, 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 • Perform weekend, public holiday and/or on-call work as rostered. • Undertake other duties as directed by the Director/Deputy Director - Pharmacy. <p>Lifelong Learning</p> <ul style="list-style-type: none"> • Participate in professional development activities to ensure that best clinical practice is maintained • Ensure processes, frameworks and/or support tools are in place for enhancing learning through reflection • Promote a culture in which clinical supervision is treated as part of core business of contemporary professional practice • Foster a culture in which feedback is used as a positive strategy to enhance goals, awareness, and learning • AHPRA registration and meets CPD requirements of such registration • Participate in teaching (internal and external)

- Model a commitment to continuing professional development, and support junior staff in developing and accomplishing professional goals and objectives
- Actively promote an environment of lifelong learning

Collaborative practice

- Work in collaboration with multidisciplinary team
- Work with initiative and autonomy while leading others in the pursuit of team goals
- Promote and develop partnerships with healthcare and community providers as well as discipline networks
- Utilise a flexible and adaptable approach to functioning in a team environment to enhance the team's performance and ensure ongoing excellence in service delivery

Communication

- Apply a highly developed verbal communication, interpersonal skills and attention to detail with the ability to interact with a variety of stakeholders
- Recognise issues that may lead to conflict, and constructively addresses issues as they arise
- 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 individual Department and more broadly across the organisation
- Ensure systems are in place for coordinating and performing appropriate clinical handover and arrange follow-up to ensure patient care is maintained

Continuous Improvement

- Develop effective time management skills to balance clinical requirements and to contribute to continuous improvement activities
- Balance priorities between clinical load and contribution to quality improvement activities
- Lead and contribute to improvements in departmental management and function
- 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 stakeholders

Supervision, Leadership and People Management

- Participate in clinical supervision in accordance with local standard operating procedures and/or the RCH Allied Health Clinical Supervision Guideline which are based on the DHHS Allied Health Clinical Supervision Framework
- Provide clinical supervision to staff and students, and deliver regular, constructive and developmental feedback to team
- Provide clinical and operational leadership in area of expertise, ensuring consultation with the G4 or manager as appropriate

Organisation and Planning

- Apply highly developed organisational and planning skills with ability to prioritise workload and competing demands

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
- Contribute to research agenda through assisting research projects (e.g., contributing to participant recruitment, data entry, questionnaire/audit design as part of a research project in work area)
- Appropriately share evidence (e.g., presents at journal club, special interest groups)
- Work with team/department to identify research gaps and take opportunities to engage academic partners (e.g. contributes to ideas for honours projects)

QUALIFICATIONS AND EXPERIENCE

Essential:

- Bachelor of Pharmacy or equivalent
- Registered to practice as a pharmacist with Australian Health Practitioner Regulation Agency & name appears on the register of the Pharmacy Board of Australia
- Previous experience in AMS activities and education
- Demonstrated commitment to work and contribute as part of a team
- Proven capacity for clinical leadership in a team environment and ability to work well as a senior team member

Desirable:

- At least 8 years' experience in hospital pharmacy, including areas of high antimicrobial usage such as oncology, PICU or NICU
- Post-graduate qualifications relevant to the role
- Previous involvement in research including publication experience in peer reviewed journals related to AMS or ID
- Experience in cost reduction activities or budget responsibilities

KEY SELECTION CRITERIA

- Demonstrated ability to build and enhance internal and external partnerships/relationships
- Demonstrated ability to develop, implement and evaluate clinical guidelines
- Well-developed interpersonal and communication skills, particularly in dealing with young children, families and senior clinicians
- Time management and prioritising skills
- A focus on clinical learning, teamwork and patient care
- Demonstrated capability to improve quality and outputs of the service
- An understanding of the process of implementation through an electronic medical record
- Recognition of research importance, and ability to effectively combine those requirements with the demands of daily tasks
- Demonstrated ability to manage project/research work independently
- Excellent computer literacy 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

February 2026