

Position Description

Position title	Paediatric Neurosurgeon
Department / Division	Department of Neurosurgery
Classification	HM 33 – HM 38
Position reports to	Director of Neurosurgery
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>The Department provides Specialist Neurosurgery services for children across a large area of Victoria and RCH is the Paediatric Trauma Service for Victoria. Interstate care is also provided along our Multidisciplinary services such as Epilepsy surgery, Craniofacial Surgery and Neuro-Oncology. The department provides care to the full range of paediatric neurosurgical practice and has access to all diagnostic modalities to support this. Research activity is undertaken in partnership with the Murdoch Children's Research Institute and The University of Melbourne who are</p>
--

our campus partners. Additionally, the Department includes the translational research group NACIS (Neurosciences Advanced Clinical Imaging Service).

ROLE PURPOSE

The role of the Paediatric Neurosurgeon is to provide emergency and planned care to neurosurgical patients and their families both in inpatient settings, outpatient setting and in the operating theatres. They will champion education of medical and paramedical staff and participation in clinical research. They will contribute to the governance and quality activities of the department.

KEY ACCOUNTABILITIES

Clinical:

Inpatients:

- Assess all new patients, formulate a plan, and supervise the JRMO team caring for the child and their family.
- Ensure patients are prepared for the operating theatre, ensure consent is signed.
- Perform planned and emergency Neurosurgical operations.
- Attend post-operative care as required
- Ensure adequate follow-up is organised

Outpatients:

- Attend Neurosurgery outpatients and see both post-operative follow-ups and new patients both in person and through Telehealth Platforms.

After hours:

- On call work as required by Department.

Administrative:

- Attend weekly neuroradiology, neuro-oncology MDM and epilepsy surgery meetings.
- Participate in departmental audit, quality and governance activities.

Education and Research:

- Participate in departmental educational activities, particularly the "brain school" and neuroscience seminars.
- Be involved in the teaching of paediatric residents and registrars and fellows.
- Participate in clinical research.

QUALIFICATIONS AND EXPERIENCE

Essential:

- FRACS

Desirable:

- Experience as a consultant Neurosurgeon with independent practice.

KEY SELECTION CRITERIA

- Completion of Neurosurgery Training at an equivalent of the Fellowship of the Royal Australasian College of Surgeons - Neurosurgery.

- Fellowship experience in paediatric Neurosurgery.
- Experience as a consultant Neurosurgeon.

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

October 2025