

Position Description

Position title	Psychologist (Gender Service)
Department / Division	Department of Adolescent Medicine, Division of Medicine
Classification	Grade 2 Year 1 – Year 4 PK1 – PK4
Position reports to	Discipline Lead - Psychology
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)

The Royal Children's Hospital
The Royal Children's Hospital's (RCH) vision is <i>"A world where all kids thrive"</i>. 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 Royal Children's Hospital Gender Service (RCH GS) is a Victorian state-wide service providing multidisciplinary care to children and adolescents up to 16 years of age presenting with gender dysphoria or other concerns regarding gender identity. The care provided is individualised, family-centred and informed by national and international practice standards. The RCH GS is part of the Department of Adolescent Medicine, and within the Division of Medicine at The

RCH. The service works collaboratively with other departments within The RCH, and with our research partners at the Murdoch Children's Research Institute. The service also provides education and training for health professionals, resource development and partners with community organisations to deliver holistic care to trans children, adolescents and their families.

ROLE PURPOSE

A grade 2 clinical psychologist in the RCH GS works as part of a multidisciplinary team to:

- Provide high quality, evidence-based assessment, treatment and support to children and adolescents referred to the Gender Service, and their families.
- Participate in the clinical evaluation and research activities of the RCH Gender Service
- Attend and contribute to team meetings and activities relation to service planning, development and improvement.
- Contribute to leadership and development of community-based services for children and adolescents with gender dysphoria or other concerns relating to gender identity.

Operational management of the position is via the Department of Adolescent Medicine; whilst professional governance is via the RCH GS Mental Health Lead as well as psychology discipline seniors at the RCH.

KEY ACCOUNTABILITIES

Provision of Care

- Function independently as a clinical psychologist, within the Gender Service team, and maintain a clinical case load as directed.
- Provide evidence-informed psychological care to those referred to the Gender Service with gender concerns, gender non-conforming expression and gender dysphoria, by;
 - providing psychological assessment, including developmental assessment, mental health assessment, family assessment, review of gender identity, gender expression and any related gender euphoria/dysphoria
 - provide, review and update clinical formulations and diagnoses
 - collaborate with medical and allied health colleagues in care planning and joint decision-making
 - assess and document Gillick competence and capacity to consent to healthcare decision
 - support children, young people and families over time, using a gender affirming approach
 - provide psychoeducation to children, adolescents and family members
 - consult and refer to other services, when needed, as such tertiary mental health services or private practitioners
- Maintain accurate, up-to-date and timely patient records that accurately reflect clinical consultations and decisions including assessment details, diagnosis, treatment plans, capacity assessments, complications, reports and discharge letters.

Lifelong Learning

- Identify personal and professional development needs, and plan and implement strategies for achieving them
- Support others to review, reflect on and evaluate their own practice.
- Provide effective supervision to junior and less experienced staff.
- Attend case conferences, peer review meetings and seminars pertaining to the Gender Service.
- Participate in regular peer supervision and clinical supervision.

- Seek secondary consultation when reaching limits of professional expertise and participate in the discussions this consultation provides, incorporating this learning into clinical practice.
- Review relevant research and incorporate relevant advances in clinical practice to supporting trans and gender diverse children and adolescents.
- Continuously satisfy the Psychology Board of Australia continuing professional development standards.

Collaborative practice

- Provides child-centred, family-focused care through partnership with parents/ families.
- Works in collaboration with multidisciplinary teams.
- Demonstrated ability to cooperate and work well with others in the pursuit of team goals.
- Actively participate as part of a team to ensure ongoing excellence in service delivery and contribute to continuous improvement.
- Demonstrate flexibility in prioritising duties, adapting to the needs and priorities of the team, department and organisation.
- Demonstrate shared decision-making and problem-solving skills, when providing team-based care in complex cases.
- Participate in team-based educational initiatives, both within RCH and to external stakeholders.

Communication

- Excellent verbal communication and interpersonal skills with the ability to communicate with children, adolescents and parents/caregivers in an inclusive and respectful manner.
- Take collective ownership of problems.
- Consider different points of view and compromise, where necessary and appropriate, to reach consensus.
- Facilitate open and effective communication among RCH GS staff, and more broadly across the RCH.
- Ensure systems are in place for coordinating and performing appropriate clinical handover and arrange follow-up to ensure patient care is maintained.
- Ensure accurate and timely documentation and record keeping in accordance with local procedures and processes.

Continuous Improvement

- Attend relevant training, professional development and supervision activities to ensure best clinical practice.
- Identify areas for continuous improvement within clinical service area and raise these with service leaders.
- Contribute to the evaluation and development/updating of policies, procedures, resources and guidelines
- Take collective ownership of problems.
- Consider different points of view and compromise, where necessary and appropriate, to reach consensus.
- Contribute to service improvements across the range of activities of the RCH GS including the research and evaluation program, and the clinical research of our partners at the Transgender Health research group through MCRI.

Supervision, Leadership and People Management

- Participate in peer supervision and clinical supervision.
- Provide clinical supervision to Grade 1 staff and students.

- Demonstrate emotional intelligence and self-awareness, particularly in stressful situations, to manage the impact of own assumptions, values, attitudes and behaviours on others.

Organisation and Planning

- Excellent organisational and planning skills with ability to prioritise workload and competing demands
- Record professional activity in an accurate and timely manner.
- Monitor workload, planned leave and clinical capacity and communicate any capacity challenges to the line manager.

Research

- Understands the principles of evidence-based practice.
- Evaluates current practice, with respect to the evidence.
- Finds, critically reviews, evaluates and interprets literature and applies to current role/service.
- Shares evidence with colleagues within own team and wider service e.g. journal clubs, department in-services and planning days, inter-professional education sessions.
- Contribute to research and quality improvement relevant to the RCH GS.
- Support research partnerships within area of clinical expertise.

QUALIFICATIONS AND EXPERIENCE

Essential:

- Hold a minimum Master of Psychology degree qualification from an accredited course/university.
- Be registered with the Psychology Board of Australia (PsyBA).
- Continuously satisfy the PsyBA continuing professional development standards.
- Uphold the PsyBA Code of Ethics.
- Hold an Area of Practice Endorsement in Clinical Psychology, or be working towards an Area of Practice endorsement in Clinical Psychology with PsyBA.
- Experience in psychological assessment and treatment including advanced knowledge of a least one major therapeutic modality.
- Substantial knowledge of psychological and developmental differences and mental health disorders, and the impact of these on children, young people and their families.

Desirable:

- 3+ years' experience working with children and/or adolescents as a psychologist.
- Experience working with LGBTQIA+ young people.
- Experience working in multidisciplinary teams
- Understanding and/or experience in research and/or applying program evaluation to health services.

KEY SELECTION CRITERIA

- Experienced and skilled clinician with consolidated clinical assessment, formulation, and clinical reasoning abilities.
- Expertise in psychological assessment and support for children and young people, particularly those with mental health difficulties, LGBTQIA+ young people and/or neurodivergent youth.

- Well-developed engagement skills with children, young people, and parents/caregivers, including the use of inclusive language and flexibility in clinical approach.
- Autonomous behaviour, independence of thought, awareness of own effectiveness and internalised responsibility.
- Ability to work flexibly in a complex clinical environment, managing competing demands
- Capacity for effective negotiation, conflict resolution and wide consultation at all levels, to maintain and foster key interpersonal relationships.
- Commitment to building professional skills and capacity
- Able to teach, mentor and develop staff at all levels as well as members of the wider community
- Demonstrated capacity to work constructively and collaboratively with a range of disciplines towards common goals

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 LGBTIQI community and people with disability.

Position description last updated

August 2025