

Position Description

Position title	Clinical Psychologist (Gender Service)
Department / Division	Department of Adolescent Medicine, Division of Medicine
Classification	Grade 3 Year 1 – Year 4 PL1 – PL3
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 3 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.
- Provide supervision to Grade 2 psychologists and if approved, psychology interns
- 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 manage a complex and varied caseload.
- Provide excellent 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
- Provide high level of clinical expertise with independent decision making
- 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.
- Lead the ongoing development, review and maintenance of administrative processes and improved communication mechanisms.
- Act to reduce error and sources of risk in own practice and as well as the broader discipline/ department and healthcare setting.
- Be a source of clinical expertise, advocacy and guidance within the clinical stream, across the department and within the broader multidisciplinary team.
- Provide effective supervision to Grade 2 psychologists, psychology registrars and psychology interns as appropriate.

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.
- 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.
- Participation in teaching (internal and external).
- Model a commitment to continuing professional development and support junior staff in developing and accomplishing professional goals and objectives.
- 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 experience working with initiative, autonomy and leading others in the pursuit of team goals.
- Promote and develop partnerships with healthcare and community providers as well as discipline networks.
- A flexible and adaptable approach to functioning in a team environment that enhances the team's performance to ensure ongoing excellence in service delivery and teamwork.
- 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

- Highly developed verbal communication and interpersonal skills with the ability to communicate with children, adolescents and parents/caregivers in an inclusive and respectful manner.
- Communicate effectively with patients and families to ensure their understanding and that their needs and views are included in plans and actions.
- Recognises issues that may lead to conflict and constructively addresses issues as they arise.
- Consider different points of view and compromise, where necessary and appropriate, to reach consensus.
- 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.
- 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.
- Develops effective time management skills to balance clinical requirements and to contribute to continuous quality improvement activities.

- Identify areas for continuous improvement within clinical service area and raise these with service leaders.
- Acts to reduce error and sources of risk in own practice.
- Contributes positively to change processes, through demonstrating flexibility and openness to change.
- Develops awareness of governance requirements including safety and quality clinical practice guidelines, procedures and policies including how they apply to clinical role.
- Contribute to the evaluation and development/updating of policies, procedures, resources and guidelines.
- Take collective ownership of problems.
- 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 clinical supervision in accordance with local standard operating procedures.
- Provide clinical supervision to staff and students, including Grade 2 Psychologists and provide regular, constructive and developmental feedback to team.
- Provide clinical and operational leadership in area of expertise but will inform and consult with the Grade 4 (Mental Health Lead) and/or Service Lead.
- 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

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

Research

- Understands the principles of evidence-based practice and critically evaluates clinical practice considering available evidence, experience and patient/ family values and circumstances.
- Finds, critically reviews, evaluates and interprets literature and applies to current role/service.
- Supports a research culture and agenda.
- Contributes 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 shares evidence e.g., presents at journal club, service planning days.
- Works with team/department to identify research gaps and takes opportunities to engage academic partners (e.g. contributes to ideas for honours projects).

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)
- Have a minimum of five years professional experience as a Psychologist Grade 2 (or equivalent)
- Hold an Area of Practice Endorsement with the Board in a relevant area of practice for this role.
- Hold Board-approved supervisor status, including Board approval as a 'Registrar Program Principal Supervisor'.
- Have an experience in clinical practice in the area of paediatric psychology

- Demonstrated experience in functioning independently as a psychologist and provision of a range of psychology services.
- Demonstrated ability to supervise clinical staff and post-graduate students.
- Continuously satisfy the PsyBA continuing professional development standards.
- Uphold the PsyBA Code of Ethics.
- Advanced experience and skills in at least two major evidence-informed therapeutic modalities.
- Well-developed understanding of child and adolescent development and ability to practice from a developmental perspective.
- Substantial knowledge of psychological and developmental differences and mental health disorders, and the impact of these on children, young people and their families.

Desirable:

- 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.
- Excellent interpersonal, communication and presentation skills
- Autonomous behaviour, independence of thought, awareness of own effectiveness and internalised responsibility.
- Ability to improve own and other's practice, behaviour, and team functioning.
- Ability to work flexibly in a complex clinical environment, managing competing demands according to departmental and organisational requirements.
- 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