

Position Description

Position title	Senior Clinical Psychologist - Mental Health Lead
Department / Division	Department of Adolescent Medicine, Division of Medicine
Classification	Grade 4 Year 1 – Grade 4 Year 5 (PM1 – PM5)
Position reports to	Head of Department – Adolescent Medicine
No. of direct & indirect reports	8
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
<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>

ROLE CONTEXT
<p>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,</p>

resource development and partners with community organisations to deliver holistic care to trans children, adolescents and their families.

The RCH GS is multidisciplinary, with many mental health clinicians, of different levels of training and experience, including Psychology trainees. The mental health, allied health and medical teams need to work collaboratively together to provide up-to-date evidence based holistic care for a diverse range of clients and families.

ROLE PURPOSE

The Mental Health Lead (MHL - Grade 4 Psychologist) in the RCH GS works in collaboration with the administration lead, the senior psychiatrist and Head of Department, to lead the clinical and operational activities of the RCH GS. The MHL will provide clinical and operational supervision, including annual performance review and development (PDAPs) to other RCH GS psychologists. The MHL will also support the operational needs of the RCH GS quality improvement activities, educational activities, reporting requirements and collaborations (internal and external to RCH) and other departmental and hospital initiatives. The MHL will also provide evidence-based, family-focused psychological care to children referred to the RCH GS.

Operational management of the position is via the Department of Adolescent Medicine.

KEY ACCOUNTABILITIES

Supervision, Leadership and People Management

- Operate with a high degree of autonomy.
- Hold responsibilities for people management and administration.
- Provide expert evidence based clinical mentoring, education and training consultation and supervision to psychologist staff and students.
- Promote and develop a dynamic, flexible, resilient and skilled multidisciplinary workforce through effective staff management, professional development opportunities and the coordination of the recruitment of new staff in the RCH GS.
- Engage staff and provide guidance and performance feedback to team.
- Develop and implement operational service plans and ensure staff participation in planning process, including annual planning days.
- Support and implement change initiatives as directed.
- Ensure timely and relevant reporting to internal stakeholders and external regulatory bodies, including the Department of Health
- Contribute to strategic planning of the Department, aligned with organisational values and strategic plan
- Responsible for reporting on key performance indicators
- Demonstrate emotional intelligence and self-awareness, particularly in stressful situations, to manage the impact of own assumptions, values, attitudes and behaviours on others
- Participate in clinical supervision in accordance with local standard operating procedures and in compliance with Psychology Board of Australia and Enterprise Agreement requirements.

Provision of Care

- Provide high-level specialized leadership across the RCH GS mental health team.
- Lead team member participation to ensure ongoing excellence in service delivery and teamwork.
- Provide expert, authoritative judgement and advice on clinical issues.
- Plan for, and effectively manage, contingencies that may affect the performance of RCH GS Psychology activities.

- Act 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.
- Delegate healthcare activity to others according to their competency and scope of practice to ensure appropriate workload management and prioritization across the department ensuring others can self-manage and regulate their workload.
- Provide effective supervision to Grade 2-3 psychologists, psychology registrars and psychology interns as appropriate.
- Function independently as a senior clinical psychologist, within the Gender Service team, and manage a complex and varied caseload.
- Provide excellent evidence-based psychological care to those referred to the Gender Service with gender concerns, gender non-conforming expression and gender dysphoria in line with national and international practice standards.
- Maintain clinical documentation, records and data as per discipline specific guidelines, and departmental and RCH procedures.

Lifelong Learning

- Participation in professional development activities to ensure that best clinical practice is maintained.
- 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.
- Model a commitment to continuing professional development and support junior staff in developing and accomplishing professional goals and objectives.
- Lead case conferences, peer review meetings and seminars pertaining to the Gender Service.
- Collaboratively develop the clinical education agenda within the RCH Gender Service.
- Develop and deliver education and training both internal and external to RCH.
- Review relevant research and incorporate relevant advances into clinical practice (individual and service-wide) to support 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.
- Leads collaboration across multidisciplinary teams and programs.
- 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, including participation in a service-specific state-wide consortium.
- Demonstrated experience in leading people and programs at operational level within accountability for people management functions.
- Lead and motivate staff to strive for and achieve interprofessional team goals and for the provision of care

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.
- Recognises issues that may lead to conflict and constructively addresses issues as they arise.
- The ability to interact with and influence a variety of stakeholders to achieve mutual understanding and agreed outcomes.

- Anticipate, identify and address conflict and constructively address issues by respectfully communicating with influence.
- Ensure systems are in place for coordinating and performing appropriate clinical handover and arrange follow-up to ensure patient care is maintained.

Continuous Improvement

- Identify areas for continuous improvement within clinical service area, and initiate, plan and evaluate relevant service improvement activities.
- Ensure that service initiatives and research evidence are integrated into professional clinical practices, departmental work unit guidelines and service protocols as appropriate.
- Develop, review and contribute to policies, protocols and guidelines within clinical area.
- Builds support for change at a local level; uses influence positively to support team to embrace and adjust to change.
- Empower all staff to identify, analyse, report and manage risks and support staff who raise concerns about risk or patient safety.
- Manage local risks and escalate appropriately to line manager and relevant stakeholders.
- Generate healthcare strategies and innovations at a team and clinical level that improve delivery of healthcare.
- 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.

Organisation and Planning

- Highly developed organisational and planning skills with ability to prioritise workload and competing clinical and non-clinical demands.
- Plan resource requirements.
- Monitor team activity.

Research

- Identify research gaps or opportunities within area of clinical expertise.
- Operationalize research in clinical area.
- Translate evidence into practice for area of clinical specialty.
- Embed and shares information on current best practice for area of clinical specialty.
- Appropriately share research through a variety of methods including conference abstracts or journal publications.
- Promote internal and external research collaborations for area of clinical expertise.
- Aligns local research plan with the research strategy of the organisation and strategic focus of the discipline/work area.
- Contribute to research protocol development, authoring publications or data analysis.
- Establish or support research partnerships within area of clinical expertise.

QUALIFICATIONS AND EXPERIENCE

Essential:

- Completion of accredited Master or Doctoral program in a relevant area of practice recognised by the Psychology Board of Australia. (Note Master of Psychology qualification does not meet this criterion)
- Hold general registration with the Psychology Board of Australia (Board) Have a minimum of eight years post-qualification experience as a psychologist.

- Hold an Area of Practice Endorsement with the Board in Clinical Psychology
- Hold Board-approved supervisor status, including Board approval as a 'Registrar Program Principal Supervisor'.
- Have 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 expertise and experience in provision of clinical supervision to provisional and registered psychologists.
- Extensive knowledge of child development, paediatric mental health, and impacts of minority stress on mental health in a paediatric context.
- Experience working with LGBTQIA+ young people.
- Demonstrated skills and experience in research, quality improvement and program evaluation in psychology or mental health.
- Continuously satisfy the Psychology Board of Australia's continuing professional development standards.
- Uphold the Psychology Board of Australia Code of Ethics.

Desirable:

- Experience as a leader or manager in a multidisciplinary team.
- Experience in research and/or applying program evaluation or quality initiatives to health services.

KEY SELECTION CRITERIA

- Experience and consolidated skills in 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.
- Demonstrated skills in team building and operational management of a clinical team.
- Advanced skills in collaborating with members of team and department, organisation, and external providers/agencies.
- Demonstrated ability to operationally lead service delivery that is efficient, high-quality, client-centred, and evidence-informed.
- Capacity for effective negotiation, conflict resolution and wide consultation at all levels, to maintain and foster key interpersonal relationships.

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	
<p>All employees are required to adhere to the Royal Children's Hospital Values:</p> <ul style="list-style-type: none"> • 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 <p>RCH COMPACT</p> <p>All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.</p> <ul style="list-style-type: none"> • 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 <p>QUALITY, SAFETY AND IMPROVEMENT</p> <p>RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:</p> <ul style="list-style-type: none"> • 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 <p>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.</p>	

Position description last updated	September 2025
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