

Position Description

Position title	Eating Disorder Service Lead
Department / Division	Operational: Director, Adolescent Medicine Professional: Director of Psychology
Classification	Psychologist, Grade 4 year 1 to Grade 4 year 5 (PM1 – PM5);
Position reports to	Director, Department of Adolescent Medicine
No. of direct & indirect reports	8
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.

The Royal Children's Hospital
The Royal Children's Hospital's (RCH) vision is A world where all kids thrive. 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 Service Lead of the Eating Disorders Service sits within the Department of Adolescent Medicine which is a multidisciplinary specialty department providing inpatient and outpatient care to adolescents experiencing both physical and mental health concerns. Sub-speciality teams within the Department of Adolescent Medicine include the

Eating Disorders Service, the Gender, The Transition Support Service, the Young People's Health Service and the Chronic Illness Peer support (ChIPS) team, and the inpatient and outpatient medical service.

The Royal Children's Hospital Specialist Eating Disorders Service is an innovative, research-informed, multidisciplinary and family focused service that provides evidence-informed inpatient and outpatient clinical care to adolescents with restrictive eating disorders (anorexia, atypical anorexia or avoidant restrictive food intake disorder) who live in the north-western Melbourne metropolitan region. The RCH Eating Disorders Service is undergoing transformation with the implementation of the recommendations from the Royal Commission into Victorian Mental Health System and works in close collaboration with campus partners and across primary, secondary, and tertiary medical and mental health systems.

ROLE PURPOSE

The senior leadership role in the Eating Disorders Service has substantive responsibilities at both an operational and clinical level. The role is to drive service transformation in collaboration with the multidisciplinary team including supporting the design, implementation and coordination of research/evaluation projects and providing leadership and coordination of the specialist mental health eating disorders team. The Service Lead will also provide and lead high quality and evidence based outpatient clinical care to adolescents and their families with restrictive eating disorders.

The role requires strong relationships with key internal and external stakeholders including the provision of internal education and training within the Department of Adolescent Medicine and other RCH Departments/services as well as promoting the service externally at local, national and international forums.

This role will also entail reform of clinical services built on the recommendations of the Royal Commission into Victorian Mental Health Services. The service transformation plan will include a clear outline of the role of The RCH Eating Disorders Service in relation to internal and external stakeholders, including organisations within the northwest Melbourne metropolitan region and across Victoria more broadly.

KEY ACCOUNTABILITIES

Provision of Care

- Deliver excellent evidence-based practice and specialised outpatient clinical care to adolescents with restrictive eating disorders as part of the multidisciplinary team and per the Eating Disorders Service model.
- Provides high level specialised leadership and clinical expertise.
- Manage a complex and varied clinical caseload.
- Effective management of the eating disorders mental health team including complex caseloads, access to clinical supervision and professional development.
- Lead team member participation to ensure ongoing excellence in service delivery and teamwork.
- Lead the ongoing development, review and maintenance of administrative processes and improved communication mechanisms and service delivery, consistent with the principles of continuous improvement.
- Empower all staff to identify, analyse, report and manage risks and support staff who raise concerns about risk or patient safety.
- Maintain clinical documentation, records and data as per discipline specific guidelines and RCH procedures.
- Empower all staff to identify, analyse, report and manage risks and support staff who raise concerns about risk or patient safety.
- Contributes to the clinical education agenda within area of clinical expertise.

- Complete mandatory client contacts, outcome measures and report activity levels (statistics) to support team/s meeting KPI obligations.
- Competence in the use of an Electronic Medical Record (EMR), and oversight of staff training competence in the EMR.

Lifelong learning

- Participation in education and teaching within Department of Adolescent Medicine, wider RCH services as well as local, national and international forums/conferences.
- Participation in professional development and continuous improvement activities to ensure that best clinical practice is maintained.
- Promote a culture in which clinical supervision is treated as part of core business of contemporary professional practice.
- Continually meets requirements of the relevant registration body (e.g., AHPRA) and relevant CPD requirements.
- Actively promotes an environment of lifelong learning.

Collaborative Practice

- Leads collaboration across multidisciplinary teams and programs.
- Demonstrated experience working with initiative, autonomy and leading others in the pursuit of team goals and continuous development of the Eating Disorder Service.
- Demonstrated experience in leading people and programs at operational level within accountability for financial and people management functions.
- Lead and motivate staff to strive for and achieve inter professional team goals and shared responsibility for the provision of care.

Communication

- Highly developed verbal communication, interpersonal skills and attention to detail with the ability to interact and influence a variety of stakeholders to achieve mutual understanding and agreed outcomes.
- Anticipates, identifies, and addresses conflict and constructively address issues by respectfully communicating with influence.
- Facilitate open and effective communication across all levels of the Department of Adolescent Medicine and relevant discipline leads, and more broadly across the organisation.
- Communicate to the Director and service clinical leads emerging issues as identified by the multi-disciplinary team and collaborating teams.
- Communicate effectively with patients and families to ensure their understanding and that their needs and views are included in plans and actions.

Continuous Improvement

- Identifies areas for continuous improvement within clinical services of the Eating Disorder Service, and initiates, plans and evaluates relevant service improvement activities.
- Ensures that service initiatives and research evidence are integrated into professional clinical practices, departmental work unit guidelines and service protocols as appropriate.
- Reviews and contributes 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.
- Applies change management principles and strategies when implementing service improvements of project outcomes.

- Acts to reduce error and sources of risk in own practice and empowers team to identify, analyse, report and manage risks.
- Manages local risks and escalates appropriately to line manager and relevant stakeholders.
- Generates healthcare strategies and innovations at a team and clinical level that improve delivery of healthcare.
- 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.

Supervision, Leadership and People Management

- Demonstrate outstanding leadership through modelling a high standard of professional and interpersonal skills, attitudes, and behaviours.
- Provide technical leadership in area of expertise.
- Operate with a high degree of autonomy.
- Hold responsibility for managing and overseeing staff and administrative activities.
- 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.
- Engage staff and provide guidance and performance/constructive feedback to team.
- Coordinate the integrated care across inpatient and outpatient settings.
- Organise and lead regular team meetings, coordination of the mental health team clinical supervision and professional development opportunities.
- Develop and implement operational service plans and ensure staff participation in planning process.
- Participate in clinical supervision and high quality clinical consultation to other mental health clinicians and students 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.
- Lead service strategy planning and development in collaboration with the Director, Clinical-research co-leads, and key staff aligned with RCH values and strategic plan.
- Ability to work effectively and collaboratively with staff within RCH-Adolescent Medicine, the wider RCH and external stakeholders.

Organisation and Planning

- Highly developed organisational and planning skills with ability to prioritise workload and competing demands.
- Contribute to strategic planning as part of developmental and/or multidisciplinary leadership team.

Research

- Understands the principles of evidence-based practice, and critically evaluates clinical practice in light of available evidence, experience and patient/family values and circumstances.
- Lead the development and implementation of the evaluation framework and research projects and support a research culture and agenda.
- Identifies research gaps or opportunities within area of clinical expertise.
- Establishes or supports research partnerships within area of clinical expertise.
- Operationalises research in clinical area.
- Translates evidence into practice for service, department or area of clinical specialty.
- Embeds and shares information on current best practice for area of clinical specialty or service.

- Appropriately shares research through a variety of methods (e.g., presents at journal club, special interest groups, conferences, journal publications and scientific meetings)
- Promotes internal and external research collaborations for area of clinical expertise.

QUALIFICATIONS AND EXPERIENCE

Essential

- Current Registration with AHPRA, this means full registration and endorsement as a Clinical or Health Psychologist with the Psychology Registration Board of Australia
- At least 8 years of post-graduate experience from an accredited course/university
- APAC approved masters level postgraduate training in clinical or health psychology
- Holds current Board Approval as a Supervisor ("postgraduate student" and "registrar program") with the Psychology Board of Australia
- Continuously satisfy the PBA continuing professional development standards
- Uphold the PBA Code of Ethics
- Proven capacity for leadership in a team environment and ability to work well as a senior team member.
- Eligibility for Membership in Victoria with the appropriate professional body.
- Experience in providing quality clinical/professional supervision to staff and students.
- Demonstrated effectiveness in providing evidence-based treatments to young people with a restrictive eating disorder.
- Proven capacity for leadership in a team environment and ability to work well as a senior team member.

Desirable

- Demonstrated skills, knowledge and behaviours in successfully leading multidisciplinary teams and/or change initiatives
- Demonstrated effectiveness in working in true partnership with other community mental health teams and community/family welfare agencies to plan and implement effective interventions for young people experiencing complex eating disorders
- Previous experience delivering clinical education and support to staff to complete their learning and education goals
- Minimum 10 years' experience in health or related field
- Experience and involvement in clinical and research implementation
- Publication experience in peer reviewed journals and at relevant conferences
- Experience with an Electronic Medical Record (EMR)

KEY SELECTION CRITERIA

- Excellence and demonstrated success in leadership, management, and service development.
- Demonstrated skills, knowledge and experience in leading change initiatives in eating disorders
- A strong interest and capacity in improving clinical service provision in collaboration with the multi-disciplinary team.
- Expert knowledge of eating disorders service standards and clinical guidelines.
- Knowledge and understanding of the recommendations of the Royal Commission into the Victorian Mental Health Services
- Demonstrated experience developing and leading effective multidisciplinary teams in a mental health setting.
- Senior level clinical skills in child and adolescent eating disorders treatment, in particular Family Based Treatment and Cognitive Behaviour Therapy – Enhanced.

- Demonstrated understanding of legal obligations when working in child and adolescent mental health.
- Demonstrated ability to provide eating disorders secondary consultation, education, and training.
- Demonstrated experience in developing and maintaining effective relationships across adolescent medical and mental health inpatient and outpatient settings.
- Demonstrated experience in clinical and research evaluation quality improvement.
- Ability to network, liaise and work collaboratively with discipline bodies and other health and community agencies.
- Highly developed written and verbal communication skills and inter-personal 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
- 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 LGBTIQI community and people with disability.

Position description last updated

February 2024