

Position Description

Position title	Technical Implementation Lead, Advanced Therapies Program
Department / Division	Advanced Therapies, Medical Services Division
Classification	Pharmacist - Grade 4 Year 1 – Grade 4 Year 5 (TA20 – TA22)
Position reports to	Operational: Program Manager, Advanced Therapies Professional: Director, Pharmacy
No. of direct & indirect reports	Up to 3
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 *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

Advanced therapies aim to regenerate, repair, or replace damaged cells, tissues and organs that mediate specific diseases, and in doing so significantly alter the trajectory and burden of disease for patients, often with rare and genetic disorders.

The RCH Advanced Therapies Program sits within the Medical Services Division and is structured as a clinical/research partnership, providing access to new and novel interventions via coordinated and streamlined internal/external governance approvals and the integration of research trials within the clinical practice setting. This program will support the cohesive and expanded delivery of advanced therapies for the Victorian community, and in doing so will position the RCH as an international centre of clinical excellence.

ROLE PURPOSE

The Technical Implementation Lead, Advanced Therapies Program, is a senior professional leadership role (with a Pharmacy qualification) who is responsible for developing, monitoring and maintaining the capability and capacity of pharmacy and laboratory services required to support the safe, effective and sustainable delivery of advanced therapies at the Royal Children's Hospital.

Working in close partnership with the Program Manager, Advanced Therapies, professional discipline leaders, and clinical stakeholders, the role will lead the development of pharmacy and laboratory systems, governance frameworks, workforce capability, operational procedures and quality systems required for implementation of gene therapies, cell therapies, precision medicines, personalised therapeutics, and other emerging advanced therapeutic modalities.

The role provides expert advice regarding product handling, storage, transport, and operational readiness for the delivery of all advanced therapeutic medicinal products being used in clinical trials, and standard of care within the hospital. The role ensures that pharmacy and laboratory services are positioned to support the delivery of current as well as future advanced therapies. Whilst the role requires advanced pharmacy expertise and a well-developed understanding of operational delivery, the primary role focus and deliverables are aligned to strategic service development, capability building and implementation leadership.

KEY ACCOUNTABILITIES

Provision of care

- Develop a strategic roadmap for pharmacy and laboratory capability and capacity required to support current and future advanced therapies –from clinical trials to standard of care.
- Assess the readiness of pharmacy and laboratory services to deliver emerging gene therapies, cell therapies, nucleic acid therapies, precision medicines, and personalised therapies.
- Identify pharmacy and laboratory workforce capability requirements and partner with the Clinical Education and Workforce Capability Lead to develop and implement targeted education, training and credentialing activities.
- Advise the Program Manager and Medical Lead regarding future capability and capacity requirements and identified gaps in pharmacy and laboratory service operations.
- Define pharmacy and laboratory infrastructure, equipment, and operational requirements necessary to support implementation and expansion of advanced therapies.
- Develop recommendations to inform implementation and investment decisions by the Advanced Therapies Advisory Group and the RCH Executive.
- Develop and maintain standard operating procedures, work instructions, technical standards and clinical pathways supporting advanced therapies.
- Establish chain-of-identity, chain-of-custody, product tracking and traceability processes.

- Lead the development of product receipt, storage, preparation, release, transport and administration workflows in collaboration with relevant stakeholders.

Lifelong Learning

- Participate in professional development activities to ensure that best practice is maintained.
- Develop and foster a lifelong learning culture across the department, and support others to develop and accomplish their professional goals and objectives.

Collaborative Practice

- Collaborate with sponsors, investigators, service leaders and operational teams to ensure pharmacy and laboratory implementation requirements are met.
- Establish professional networks/partnerships across the Parkville Local Health Service network, as well as more broadly nationally and internationally, to support workforce development and knowledge sharing.
- Work with initiative and autonomy while leading others in the pursuit of team goals.
- Lead and motivate staff to strive for and achieve interprofessional team goals and shared responsibility for the provision of care.

Communication

- Apply excellent verbal communication and interpersonal skills with the ability to interact with and influence a variety of stakeholders, achieving mutual understanding and agreed outcomes
- Anticipate and identify conflict, and constructively address issues through respectful and influential communication.
- Facilitate open and effective communication across all levels of the Advanced Therapies program and more broadly across the organisation.

Continuous Improvement

- Lead pharmacy and laboratory feasibility assessments for new advanced therapies clinical trials and treatments, including assessment of organisational readiness, service capability, and implementation requirements.
- Lead the ongoing development of pharmacy and laboratory implementation plans for new advanced therapies.

Supervision, Leadership and People Management

- Lead the development of pharmacy and laboratory governance frameworks and technical standards relating to advanced therapies.
- Provide expert advice regarding legislative, regulatory and accreditation requirements.
- Partner with the Regulatory and Compliance Officer to provide technical pharmacy and laboratory expertise to support compliance activities.
- Develop quality systems supporting safe handling, storage, tracking and administration of advanced therapies.
- Lead identification and mitigation of pharmacy and laboratory risks associated with advanced therapies.
- Develop technical pharmacy and laboratory readiness indicators and contribute relevant metrics to program-wide reporting frameworks.
- Act as the pharmacy and laboratory subject matter expert for the Advanced Therapies Program.
- Be the key liaison between the RCH and pharmaceutical/biotech companies with an interest in delivering new clinical trials and treatments at the RCH.
- Aligning with the RCH strategic plan, engage externally to proactively seek access to new clinical trials and treatments to enable access to the best possible advanced therapies for our patients.
- Provide specialist advice to governance committees and program working groups, including the RCH Executive and Board.
- Support capability development of future pharmacy and laboratory advanced therapies staff.

- Represent RCH in state, national and international advanced therapies forums.
- Partner with the Program Manager on service planning and implementation activities.
- Partner with the Medical Lead regarding clinical governance requirements and organisational readiness to support emerging therapies.
- Partner with the Clinical Education and Workforce Capability Lead to identify and address workforce capability requirements.
- Partner with the Regulatory and Compliance Officer to support regulatory readiness and compliance activities.
- Partner with Directors of Pharmacy, Pathology and Laboratory Services (via RCH and Public Pathology Victoria) to develop sustainable service models.

Organisation and Planning

- Apply excellent organisational and planning skills with ability to prioritise workload and competing demands

Research

- Provide pharmacy and laboratory expertise to support translation of advanced therapies from research and clinical trials into clinical practice.
- Identify pharmacy and laboratory operational requirements associated with emerging therapies.
- Maintain awareness of emerging advanced therapy technologies, manufacturing approaches and implementation models.
- Contribute to collaborative research initiatives relevant to pharmacy and laboratory practice.
- Disseminate implementation learnings through presentations, publications and professional networks.

QUALIFICATIONS AND EXPERIENCE

Essential:

- Undergraduate/graduate-entry qualification in pharmacy.
- Postgraduate qualifications in pharmacy, leadership, health management, public health or translational research.
- Professional registration with the Australian Health Practitioner Regulation Agency - Pharmacy Board of Australia

Desirable:

- Significant experience in hospital pharmacy, clinical trials, advanced therapies or related specialist practice.
- Demonstrated experience leading the development and/or implementation of new clinical services, programs or models of care.
- Demonstrated experience developing and implementing clinical policy, governance frameworks, quality systems or operational procedures.
- Experience working with multidisciplinary stakeholders across clinical, research and operational settings.
- Demonstrated leadership experience within complex healthcare environments.
- Experience working with advanced therapies in clinical trials or standard of care treatments, and/or work with stem cell transplantation, and/or within a GMP environment.
- Understanding of laboratory operations, cell processing, biological products or advanced manufacturing processes.

KEY SELECTION CRITERIA

- Demonstrated ability to lead clinical and operational teams and in the development and/or implementation of new services, programs or models of care.
- Demonstrated strategic leadership capability and ability to translate emerging concepts into operational practice.
- Demonstrated experience developing and implementing governance frameworks, policies, protocols and quality systems.
- Demonstrated ability to build workforce capability through education, mentoring and professional leadership.
- Strong understanding of healthcare regulatory and legislative environments.
- Proven ability to influence and collaborate across multiple professional disciplines.
- Exceptional professional, interpersonal and self-reflection skills to enable effective work with people of different personalities and backgrounds
- Advanced skills in stakeholder engagement, including influencing multidisciplinary teams to achieve shared goals.
- Capacity for effective negotiation, conflict resolution and wide consultation at all levels, to maintain and foster key interpersonal relationships.
- Ability to work flexibly in a fast-paced clinical environment, managing competing demands according to departmental and organisational requirements
- Excellent computer literacy skill

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 LGBTQI community and people with disability.

Position description last updated

September 2026