

Position Description

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| Position title | Fellow in Paediatric Urology | | |
| Department / Division | Paediatric Urology | | |
| Classification | HM25 – HM30 | Employment Status | Full-Time, Fixed-Term |
| Position reports to | Director of Paediatric Urology | | |
| No. of direct & indirect reports | N/A | | |
| Location | The Royal Children's Hospital, Flemington Road, Parkville | | |

| The Royal Children's Hospital |
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| <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 position is integral to the smooth, co-ordinated functioning of the Paediatric Urology department. The role while essential to care delivery and addressing the substantial service demands of a busy clinical unit is also critical to our agenda to continue to improve the quality of care that we provide. We are committed to finding innovative ways to delivery care to the large number of patients awaiting both operative and out-patient care. We seek to develop new partnerships and models of care to meet that demand and the fellow role is central to that.</p> |

ROLE PURPOSE

The Department of Paediatric Urology at the Royal Children's Hospital is the largest in Australia with 1000 surgical procedure, 3200 outpatients per year. The Paediatric Urology Fellowship Program seeks to recruit the best candidates and provide them the educational foundation for a successful career. We seek to prepare our Fellows for their lifelong educational and professional journey in Paediatric Urology by:

- Sharing knowledge from the dedicated faculty
- Developing surgical and patient care skills in an environment fostering progressive responsibility in patient management under appropriate supervision
- Teaching that will help them appraise and improve their own patient care, assess and assimilate new scientific knowledge, and contribute through research to the science of the profession.
- Demonstrating interpersonal and communication skills necessary to effectively interact with patients, peers, and others.
- Promoting professional ideals and adherence to ethical principles
- Preparing future Paediatric Urologists to effectively interact in an increasingly complex health care system.

KEY ACCOUNTABILITIES

- Decide on the most appropriate treatment management for the child, including the timing of and nature of surgical intervention.
- Counsel and educate parents and patients about their medical condition and the treatment options available.
- Understand the role of urodynamics and biofeedback.
- Perform competently the majority of Paediatric Urological procedures, including but not limited to:
 - o Penile Surgery – Circumcision, Hypospadias and Epispadias
 - o Groin Surgery – Hydroceles, Hernia, Orchiopexy, Varicocelelectomy
 - o Kidney Procedures – Pyeloplasty, Heminephrectomy, Nephrectomy
 - o Ureteric Procedures – Ureteric anastomosis, Ureteric Reimplant
 - o Bladder Procedures – Bladder Augmentation, Appendico-vesicostomy, Bladder diverticulum, Urachal excision
 - o Laparoscopic and Robotic Procedures – Orchiopexy, Nephrectomy, Heminephrectomy, Pyeloplasty, Pyelopexy
 - o Endoscopic Procedures – Cystoscopy, Ablation Posterior Urethral Valves, Excision Ureterocele, Ureteroscopy, STING/HIT
- Manage patients with stone disease.
- Manage patients with DSD.
- Manage patients with neurogenic bladder and bowel, bladder exstrophy.
- Manage patients with ESRF (dialysis, renal transplant).
- Manage patients, with oncological problems including: Wilms tumor, neuroblastomas, rhabdomyosarcoma and testicular tumors.
- Manage patients/families pre- and post-operatively.
- Understand surgical complications and appropriately manage them.
- Critically review and evaluate newly presented and published research.
- Present at a National and/or international Meetings.
- Produce manuscripts for publication.
- Perform quality improvement projects.

QUALIFICATIONS AND EXPERIENCE

Essential:

- MBBS or equivalent medical degree
- Certification of completion of training in either paediatric surgery or adult urology

In addition, all International Medical Graduate applicants will need to refer to the AHPRA website to ensure they have passed the necessary English language test

<https://www.ahpra.gov.au/Registration/Registration-Standards/English-language-skills.aspx>

Desirable:

- A demonstrated ability to co-ordinate and function within a team environment.
- Additional relevant qualifications or certificates in Surgery and/or Uroynamics, Advanced Paediatric Life Support certificate, would be advantageous but not mandatory.

KEY SELECTION CRITERIA

- Well-developed interpersonal, team membership, and leadership skills.
- Strong commitment to providing high quality, family centred, patient care.
- Adaptability and flexibility.
- Capacity to work with other multidisciplinary clinicians to support paediatric healthcare both in the hospital, and integration with ongoing care in the community.

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:

- Unity - We work as a team and in partnership with our communities
- Respect - We respect the rights of all and treat people the way we would like them to treat us
- Integrity - We believe that how we work is as important as the work we do
- Excellence - We are committed to achieving our goals and improving outcomes

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

August 2023