



## Position Description

<b>Position title</b>	Senior Clinical Educator - Psychology
<b>Department / Division</b>	Psychology/Ambulatory Services and Allied Health
<b>Classification</b>	Grade 4 Year 1 - Grade 4 Year 5 (PM1-PM5)
<b>Position reports to</b>	Operational: Principal Clinical Educator - Psychology Professional: Deputy Director of Psychology
<b>No. of direct &amp; indirect reports</b>	Nil
<b>Location</b>	The Royal Children's Hospital, Flemington Road, Parkville
<b>Risk category</b>	Category B - works in a patient facing setting but rarely or unlikely to have contact with blood or body fluids (or aerosols without PPE)

<b>The Royal Children's Hospital</b>
<p>The Royal Children's Hospital's (RCH) vision is A world where all kids thrive.</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 <a href="https://www.rch.org.au/quality/child-safety/">https://www.rch.org.au/quality/child-safety/</a>.</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 <a href="http://www.rch.org.au">www.rch.org.au</a></p>

<b>ROLE CONTEXT</b>
<p>The Royal Children's Hospital (RCH) employs over 100 psychologists working across a range of inpatient and outpatient services including mental health, medical teams, and early intervention. The Psychology Department provides clinical</p>

services, clinical governance, and educational and professional leadership to psychologists across RCH all teams and specialities.

The Psychology Department also provides clinical services for children and young people aged 0-18 years, and their families and carers, where the child or young person has a medical condition for which they receive regular medical care at RCH. The Clinical Psychology Team provides psychological assessment and management for psychological distress related to the medical condition. The Clinical Neuropsychology Team provides services for patients who have medical conditions with the potential to impact brain functioning and brain development.

The department's Psychology Education Team coordinates psychology education across RCH, including clinical supervision and registrar training.

#### **ROLE PURPOSE**

The Senior Clinical Educator – Psychology is responsible for contributing to planning, implementing and evaluating a strategic education program for psychologists across the RCH campus. This role also contributes to educational products and activities for RCH medical, nursing and allied health staff, as well as internal and external stakeholders. The Senior Clinical Educator – Psychology delivers education relating to evidence-based psychological practice across the campus and to educate stakeholders about evidence-based psychological care for children and young people seen in the hospital. This role also delivers the education programs for provisional psychologists on placement, registrars, and more senior staff, and contributes to direct teaching within the various components of the education program.

The Senior Clinical Educator – Psychology reports to the Principal Clinical Educator - Psychology. The Psychology Education Team consults closely with the Deputy Director of Psychology - Clinical Psychology and Deputy Director of Psychology - Neuropsychology.

#### **KEY ACCOUNTABILITIES**

##### **Provision of services**

- Develop and deliver excellent evidence-based psychology education and training to psychologists at all levels of career development
- Contribute psychology content to education material and initiatives for medical, nursing and allied health staff, and at networks, forums, or in other contexts
- Support the monitoring and evaluation of the psychology education strategy
- Deliver excellent evidence-based psychology assessment and intervention to allocated caseload
- 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
- Contribute to local procedures regarding best practice psychological service delivery
- Work effectively as a team member ensure ongoing excellence in service delivery and teamwork
- Manage contingencies that may affect the performance of healthcare activities
- Ensure accurate and timely documentation and record keeping in accordance with local procedures and processes

##### **Lifelong learning**

- Participation in professional development 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

- Develop and foster a lifelong learning culture across the hospital and support others in developing and accomplishing professional goals and objectives
- Continuously meet the Psychology Board of Australia continuing professional development requirements for psychologists

### **Collaborative practice**

- Foster collaboration across multidisciplinary teams and programs
- Collaborate with educators across the Melbourne Children's Campus and contribute to multidisciplinary education, training, protocols and strategy
- Work collaboratively with other Clinical Educators at RCH
- Demonstrate working with initiative, autonomy and leading others in the pursuit of team goals
- Demonstrate leadership of people and programs
- Motivate staff to strive for and achieve interprofessional team goals and shared responsibility for the provision of care

### **Communication**

- Excellent verbal communication and interpersonal skills with the ability to interact with and influence a variety of stakeholders to achieve mutual understanding and agreed outcomes
- Foster and promote open and effective communication across all levels of the discipline of Psychology, and more broadly across the organisation
- Anticipate, identify and address conflict and constructively address issues by respectfully communicating and reporting effectively
- Ensure systems are in place for performing handover of tasks and portfolios to team members

### **Continuous improvement**

- Create and foster an environment of continuous improvement
- Contribute to quality and service improvement related to psychology education and career development for psychologists
- Identify areas for continuous improvement within psychological service delivery, and contribute to service improvement activities
- Review and contribute to policies, protocols and guidelines
- Contribute to risk management initiatives at a service level
- Respond to need for innovation with curiosity, creativity within service or department
- Contribute to change management initiatives in response to organisational demands
- Support the implementation of innovative healthcare delivery models, and champion their adoption, with integration of research evidence into clinical practice, local clinical guidelines, and local protocols and procedures
- Manage local risks and escalates appropriately to line manager and relevant stakeholders

### **Supervision, Leadership and People Management**

- Participate in clinical supervision in accordance with local standard operating procedures
- Operate with a high degree of autonomy
- Provide expert evidence based clinical education and supervision to staff and students (provisional psychologists)

- Support and implement change initiatives as directed
- Contribute to departmental planning and strategy

### **Organisation and Planning**

- Demonstrate excellent organisational and planning skills with ability to prioritise workload and competing demands
- Record professional activity in an accurate and timely manner

### **Research**

- Identify research gaps or opportunities within clinical education for psychologist staff
- Operationalise research in clinical education
- Translate evidence into practice for services, department or organisation
- Promotes internal and external research collaborations for area of clinical expertise
- Contribute to research projects related to role and strategic focus of discipline of Psychology
- Support research partnerships within area of clinical expertise

## **QUALIFICATIONS AND EXPERIENCE**

### **Essential**

- Hold an accredited Master or Doctoral qualification in a relevant area of practice recognised by Psychology Board of Australia. (Note - Master of Professional Psychology qualification does not meet this criterion)
- Hold general registration with the Psychology Board of Australia (Board)
- 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 a minimum of eight years post-qualification (higher-degree) experience as a psychologist, and a minimum of seven years' experience in child/adolescent clinical psychology, neuropsychology, or other relevant practice area
- Have high-level specialised skills in clinical practice in paediatric psychology
- Have demonstrated experience in functioning independently as a psychologist and provision of a range of psychology services
- Have demonstrated ability and experience in supervision of psychologist staff and post-graduate psychology students
- Have expert knowledge of psychological and developmental disorders and their effects on children, young people and their families.
- Have expert knowledge in more than one therapeutic modality or expertise in neuropsychological assessment and intervention
- Have experience providing provide education and teaching psychologists in a hospital or tertiary education setting
- Experience providing clinical supervision to staff and post-graduate students completing clinical placements
- Continuously satisfy the Psychology Board of Australia's continuing professional development standards
- Uphold the Psychology Board of Australia's Code of Ethics

### Desirable

- Experience clinical teaching and/or clinical education of psychologists employed in a community health, hospital or mental health service
- Post Graduate qualification in Allied Health, Clinical Education, Clinical Teaching, Health Leadership or a related field
- Experience working with multidisciplinary health teams in a hospital setting
- Experience working in a public paediatric mental health or medical setting
- Experience in project management
- Experience teaching at tertiary level
- Experience with conducting research and quality improvement in a health setting

### KEY SELECTION CRITERIA

- Ability to design and deliver evidence-based training and educational experiences within area of expertise
- Demonstrated ability to build and maintain working relationships with key internal and external stakeholders
- High-level expertise as a psychologist working with children, adolescents, and carers, consistent with area of practice endorsement
- Excellent organisational skills
- Highly developed clinical supervision skills
- Highly developed interpersonal, verbal and written communication 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 LGBTQI community and people with disability.**

**Position description last updated**

**October 2024**