

Position Description

Position title	Senior Clinical Pharmacist – Training and Service Development
Department / Division	Pharmacy / Division of Clinical Operations and Access
Classification	Grade 3 Year 1 – Grade 3 Year 4 [SX6 – SX81]
Position reports to	Deputy Director of Pharmacy
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
The Royal Children's Hospital's (RCH) vision is <i>"A world where all kids thrive"</i>. 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 Senior Clinical Pharmacist -Training and Service Development, works within the Pharmacy Team and leads the rotational pharmacist program across inpatient wards. The role is responsible for managing and supporting rotational pharmacists while also providing clinical pharmacy services directly to patients on inpatient wards.
ROLE PURPOSE

The Senior Clinical Pharmacist - Service Development and Training works collaboratively with multidisciplinary teams, the Senior Clinical Pharmacist delivers high-quality clinical pharmacy services across inpatient wards, promotes evidence-based medication management, and contributes to service improvement initiatives. The role supports workforce capability, clinical excellence, and the delivery of patient-centred care through education, mentorship, and the ongoing development of pharmacy services.

KEY ACCOUNTABILITIES

Provision of Care

- Deliver excellent evidence-based practice Pharmacist assessments and interventions for patients admitted to inpatient units
- Manage a complex and varied clinical caseload across multiple clinical specialities
- Provide high level of clinical expertise with independent decision making
- Maintain clinical documentation, records and data as per discipline specific guidelines and RCH procedures
- Lead the ongoing development, review and maintenance of administrative processes and improved communication mechanisms
- Actively participate in, provide and contribute to continuous improvement and continuing education opportunities
- Lead on EMR optimisation within the pharmacy clinical service including development of smart phrases and improvements to workflow
- Plan for, and effectively manage, contingencies that may affect the performance of healthcare activities
- Empower all staff to identify, analyse, report and manage risks and support staff who raise concerns about risk or patient safety
- Ensure timely provision of Pharmacy services through appropriate prioritization of stream and departmental caseload and patient needs
- Be a source of clinical expertise, advocacy and guidance within the clinical stream, across the department and within the broader multidisciplinary team
- Delegate healthcare activity to others according to their competency and scope of practice to ensure appropriate workload management and prioritisation across the department ensuring others can self-manage and regulate their workload

Lifelong Learning

- Participate 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
- 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
- Actively promote an environment of lifelong learning
- Meet AHPRA registration requirements for continuing professional development
- Participate in teaching (internal and external) at undergraduate level with tertiary institutions

Collaborative practice

- Work in collaboration with the multidisciplinary team
- Work with initiative and autonomy while leading others in the pursuit of team goals
- Promote and develop partnerships with healthcare and community providers as well as discipline networks
- Utilise a flexible and adaptable approach to teamwork that enhances the team performance and ensures ongoing excellence in service delivery
- Lead and motivate staff to strive for and achieve interprofessional team goals and shared responsibility for the provision of care

Communication

- Apply a highly developed verbal communication, interpersonal skills and attention to detail with the ability to interact with a variety of stakeholders
- Recognise issues that may lead to conflict, and constructively address issues as they arise
- Communicate effectively with patients and families to ensure their understanding and that their needs and views are included in plans and actions
- Facilitate open and effective communication across all levels of the individual Department and more broadly across the organisation
- Ensure systems are in place for coordinating and performing appropriate clinical handover and arrange follow-up to ensure patient care is maintained

Continuous Improvement

- Develop effective time management skills to balance clinical requirements and to contribute to continuous improvement activities
- Balance priorities between clinical load and contribution to quality improvement activities
- Lead and contribute to improvements in departmental management and function
- Complete quality activities in a timely manner
- Act to reduce error and sources of risk in own practice
- Contribute positively to change processes, by demonstrating flexibility and openness to change
- Develop awareness of governance requirements, including safety and quality clinical practice guidelines, procedures and policies including how they apply to clinical role
- Empower the team to identify, analyse, report and manage risks
- Manage local risks and escalate appropriately to line manager and relevant stakeholders

Supervision, Leadership and People Management

- Participate in clinical supervision 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
- Provide clinical supervision to staff and students, and provide regular, constructive and developmental feedback to team
- Work under general direction with autonomy
- Manage and oversee staff
- Organise and supervise the day-to-day activities of staff within clearly defined expectations
- Organise and lead regular team meetings
- Provide clinical and operational leadership in area of expertise

Organisation and Planning

- Apply a highly developed organisational and planning skills with ability to prioritise workload and competing demands
- Contribute to strategic planning as part of departmental and / or multidisciplinary leadership team

Research

- Understand the principles of evidence-based practice, and critically evaluate clinical practice in light of available evidence, experience and patient/ family values and circumstances
- Evaluate current practice with respect to the evidence
- Find, critically review, evaluate and interpret literature and apply to current role/service
- Support a research culture and agenda
- Contribute to research agenda through assisting research projects e.g., contributing to participant recruitment, data entry, questionnaire/audit design as part of a research project in work area
- Identify research gaps or opportunities within area of clinical expertise
- Share evidence appropriately (e.g., presenting at journal clubs, special interest groups and relevant forums)

QUALIFICATIONS AND EXPERIENCE

Essential:

- Entry to practice tertiary qualification
- Demonstrated commitment to work and contribute as part of a team
- Proven capacity for clinical leadership in a team environment and ability to work well as a senior team member
- Registered to practice as a pharmacist with Australian Health Practitioner Regulation Agency & name appears on the register of the Pharmacy Board of Australia

Desirable:

- Experience in leading others, mentoring and training
- Post graduate Master of Clinical Pharmacy qualification or working towards it
- Minimum 7 years' experience in Hospital Pharmacy

KEY SELECTION CRITERIA

- Experienced and skilled clinician with consolidated clinical assessment, formulation, and clinical reasoning abilities
- Excellent professional, interpersonal and self-reflection skills to enable effective work with people of different personalities and backgrounds
- Autonomous behaviour, independence of thought, awareness of own effectiveness and internalised responsibility.
- Ability to work flexibly in a fast-paced clinical environment, managing competing demands according to departmental and organisational requirements
- Capacity for effective negotiation, conflict resolution and wide consultation at all levels, to maintain and foster key interpersonal relationships.
- Demonstrated commitment to building professional skills and capacity
- Communication, supervision and education skills of a level suitable for supervision of students, interns, technicians and pharmacists
- Demonstrated capacity to work constructively and collaboratively with a range of disciplines towards common goals
- Demonstrated capability to teach and train pharmacists including at tertiary education institutions
- Demonstrated capability to lead on clinical service improvement initiatives
- The ability to engage children of different ages and abilities, and to advocate for patients and their families
- Demonstrated ability to manage project/research work independently
- Excellent computer literacy 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
- 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

July 2026