



# Role Description

<b>Job Ad Reference</b>		<b>Classification</b>	Senior Medical Officer (L18-L29)
<b>Role title</b>	Senior Medical Officer (Academic)	<b>Salary</b>	\$158,832-\$184,493 (L18-L24) \$189,938-\$201,381 (L25-L27) \$209,883-\$221,232 (L28-L29)
<b>Status</b>	Permanent Full Time	<b>Closing date</b>	Monday 29 <sup>th</sup> April, 2019
<b>Unit/Branch</b>	Department of Paediatric Intensive Care Medicine	<b>Contact Name</b>	Dr Christian Stocker, Medical Director
<b>Division/ Hospital and Health Service</b>	Division of Critical Care, Children's Health Queensland Hospital and Health Service	<b>Contact Details</b>	Christian.Stocker@health.qld.gov.au +61 7 3068 5822, +61 417 325 133
<b>Location</b>	Queensland Children's Hospital, South Brisbane	<b>Comment</b>	

## About Children's Health Queensland Hospital and Health Service

The Queensland Children's Hospital (QCH) within the Children's Health Queensland Hospital and Health Service (CHQ HHS) is a recognised leader in paediatric healthcare, teaching and research. With a dedicated team of more than 4,500 people, our point of difference is in the way we provide care to children, young people and their families every day. This is through our steadfast commitment to providing patient and family-centred care at every level of our service and our continuous drive for service and operational excellence.

### Our Vision

Leading life-changing care for children and young people - for a healthier tomorrow.

### Our Purpose

To offer the best: safe, expert, accessible child and family-centred care for children and young people.

### Our Values

**Respect** – teamwork, listening, support - *We listen to others*

**Integrity** – trust, honesty, accountability - *We do the right thing*

**Care** – compassion, safety, excellence - *We look after each other*

**Imagination** – creativity, innovation, research - *We dream big*

For further information please visit the [CHQ HHS](#) website.

## Your Opportunity

Become part of our diverse and vibrant, multidisciplinary paediatric intensive care team in Australia's largest children's hospital.

Provide excellency in family centred patient care at our 36 bed mixed-general and cardiac Paediatric Intensive Care Unit (PICU) admitting 2000 patients and providing over 30 ECLS runs and 800 retrievals annually.

Join our medical team of 14 paediatric intensive care specialists and 30 trainees, participate and drive our world-class training and teaching program, commit to our pledge to become a high reliability health care service, and share our pride in Australia and New Zealand's eminent Paediatric Critical Care Research Group.

Contribute to our leadership for improving experience and outcomes of Queensland's critically unwell children and their families, and meet the challenges facing our team in our vast and socio-geographically unique state.

Get engaged in Queensland's streamlined paediatric critical care service with our PICU at the core and closely integrated nodes at the Townsville Hospital, the Sunshine Coast University Hospital, the Gold Coast University Hospital, and adult intensive care facilities across the state.

## Your Role and Responsibilities

As a SMO specialised in paediatric intensive care and retrieval medicine, your role will provide for the care of critically ill children within the PICU and CHQRS.

The primary functions of this role include

- Providing clinical expertise and excellency in the care of the critically unwell mixed-general and cardiac paediatric patient including state-of-the-art extracorporeal life support systems.
- Undertaking clinical responsibilities as the leader of a high performing multidisciplinary team, including provision of patient care, on call, liaison with other departments and referring hospitals, maintaining appropriate records and confidentiality, and obtaining and documenting consent.
- Providing clinical coordination for the transportation of children in Queensland and Northern New South Wales, supporting the ongoing development of patient safety and quality assurance processes, contributing to team education and supervision, and nurturing relationships with external stakeholders.
- Providing professional leadership, training and education within the area of your (sub-)speciality and supervision to junior medical staff in line with CHQ HHS and relevant national professional and regulatory bodies.
- Actively participating as a member of an interdisciplinary team to foster and promote an environment of participation and collaboration for service development, improvement and innovation.

The secondary functions of this role include

- Providing expertise and excellency in paediatric critical care research by conducting research and working with colleagues, staff and postgraduates statewide, nationally and internationally in the development of joint research projects.
- Publishing scholarly papers in high ranking journals and outlets.
- Engaging in university affiliated academic work e.g. supporting the CHQ based University of Queensland Discipline of Paediatrics and Child Health, teaching medical students, and supervision of PhD candidates.
- Securing financial support from external sources for research activities and our Paediatric Critical Care Research Group (PCCRG).
- Helping to shape the path for our world-class Paediatric Critical Care Research Group (PCCRG) going into the future.

- Participating in and initiating general academic activities such as workshops, seminars and conferences and other tasks as determined by your line manager and in alignment with the PICU Strategic Plan.
- Fostering national and international relationships in your area of academic expertise on behalf of our department, HHS & state.

The accountabilities of this role, outlined below, will be fulfilled in accordance with the CHQ HHS core values

- **Service**

- Actively participate in the delivery and development of contemporary, evidence-based, multidisciplinary models of care, inclusive of CHQRS, inpatient, outpatient, outreach and telehealth.
- Actively promote and model family-centred-care principles and practices in the delivery of services.
- Involve consumers in design and evaluation of services.
- Provide effective and timely communication and consultation processes within the service, and with families, referring clinicians and other health services.
- Provide expert retrieval advice and high-level support to staff at the referring centre in a manner appropriate to the facilities available to them (whether metropolitan or rural/remote).
- Actively contribute to the hospital and health service professional community.

- **Leadership**

- Demonstrate clinical leadership in a high functioning multi-professional team conjointly managing the care of patients admitted to the PICU or referred to CHQRS.
- Role model positive workplace behaviour that supports quality human resources management practices including employment equity, anti-discrimination, work, health and safety, and ethical standards.
- Guide, mentor and provide professional leadership, training and education within the area of speciality and supervision to junior staff in line with CHQ HHS and relevant professional and regulatory bodies.
- Participate in, and contribute to, effective orientation and on-boarding of staff.
- Participate in performance appraisal and staff development processes within the service.
- Actively contribute to a positive workplace culture within the Service which encourages and recognises high performance, builds leadership capabilities and supports staff to maximise their health and wellbeing.
- Provide ethical decision making and effective issues management and communication in the achievement of organisational goals, ensuring issues are resolved effectively and in a timely manner.
- Ensure compliance with contemporary healthcare safety and quality standards and participate in CHQ HHS assurance processes including accreditation.

- **Safety and Quality of Care**

- Participate in clinical governance activities including attendance at departmental meetings, audit and peer review, monitoring of processes and outcomes of care.
- Actively contribute to the delivery on the CHQ HHS Patient Safety and Quality Improvement Strategy as it applies to your clinical service.
- Model a 'just' approach to staff, promoting open and honest identification of hazards and incidents, and taking action to address quality and safety gaps.
- Participate in relevant peer service benchmarking and use relevant data to drive continuous improvement.

- Display behaviours favourable for teaming i.e. respectful speaking and listening, commitment based collaboration, clinical courage, standing by mistakes, and ongoing reflection on actions and outcomes.
- Minimise unjustified variation in care and drive increased reliability and consistency of clinical services through the use of standard operating procedures, care pathways, and appropriate training, assessment and coaching of staff.
- Actively engage in early identification and resolution of patient/family and staff complaints using open disclosure principles.
- Where required, develop work instructions and standard operating procedures (SOPs) in line with a patient quality and safety culture.
- **Imagination**
  - Actively explore and implement alternatives to admission to CHQ PICU and QCH where clinically appropriate.
  - Participate in both formal and informal departmental research and education activities.
  - Use research evidence to improve practice and care outcomes.
  - Explore innovative ways to improve value for money services.
- **Accountability**
  - Conduct handovers and ward rounds, assess patients, plan clinical management, and arrange appropriate investigations and treatment while ensuring that all discussions, decision and actions are appropriately documented in the electronic medical records.
  - Participate in the annual planning cycle for your service, i.e. CHQ PICU and CHQRS, including the development of annual plans, implementation activities and review of performance against budget, activity and quality.
  - Maximise revenue through supporting the private practice scheme & process.
  - Actively participate in a working environment supporting quality human resources management practices including employment equity, anti-discrimination, work, health and safety, and ethical behaviour.
  - Actively contribute to a positive culture within CHQ which encourages and recognises high performance, builds leadership capabilities and supports staff to maximise their health and wellbeing.
  - Ensure and document that patients and parents/families/caregivers are well informed about clinical management and decision making.
  - This role may require rotation to the Gold Coast and/or Sunshine Coast University Hospital Paediatric Critical Care Units and/or Townsville Hospital Paediatric Intensive Care Unit.

## Position Reports To

- Director & Deputy Directors Department Paediatric Intensive Care Medicine (operationally and professionally).
- Director Children's Health Queensland Retrieval Service (operationally).

## Staffing and Budgetary Responsibilities

This position has no formal financial or human resource delegations.

## Qualifications, Professional Registration, other Requirements

- Current registration with, or eligible for, registration with the Australian Health Practitioner Regulation Agency (AHPRA) as a specialist in paediatric intensive care medicine.

- Fellowship of the Australia New Zealand College of Intensive Care Medicine (ANZ CICM, Paediatrics) or equivalent international specialist qualification.
- Candidates with equivalent international specialist qualifications are obliged to obtain paediatric ANZ CICM qualification through the Overseas Trained Specialist pathway within 2 years of commencement of the position.
- MD or PhD qualification highly desirable.
- Appointment to this position is dependent upon written confirmation of a Scope of Clinical Practice (SOCP) from the CHQ Executive Director Medical Services. The candidate will be required to provide appropriately validated documents for credentialing purposes.
- Successful candidate will also be required to be credentialed with a statewide SOCP specific for paediatric retrieval medical coordination and paediatric retrieval medicine.

## How will you be assessed?

You will be assessed on your ability to demonstrate key attributes against our [values](#) as well as on your key skills and experience as described above in '**Your Role and Responsibilities**'; additional selection criteria apply as follows

- You will hold appropriate qualifications and significant experience in mixed-general and cardiac paediatric intensive care medicine at a level appropriate for provision of tertiary/quaternary level services.
- You have experience and a demonstrated commitment and track record of professional excellence in
  - the care of paediatric intensive care and high acuity patients.
  - providing in-hospital outreach via participation and supervision of medical emergency and trauma teams and providing paediatric intensive care liaison.
  - providing out-of-hospital outreach in the form of retrieval medical co-ordination, supervision of retrieval teams, undertaking retrievals and providing tele-health support to metropolitan and regional hospital and health services managing paediatric emergencies or paediatric high acuity in-patients.
- You have a demonstrated commitment and track record of supporting innovation to improve patient safety and to improve the quality of care for children and their families
- You will have a track record of academic and professional excellence through your contribution in academic areas including research, teaching or relevant professional peer leadership as evidenced by publications, grants, presentations, project leadership and/or supervision of research candidates.
- You will be a team player, and will be recognised for your abilities to lead and work together with staff from various professional disciplines and to build effective and cohesive teams.
- You will be an exceptional communicator; able to adjust your communication style for the audience and with a high level of emotional intelligence.
- CHQ PICU values and acknowledges the importance of its people's diverse experiences, talents and cultures, and is committed to workplace equality, diversity and inclusion.

## Your Application

Please provide the following information for the Selection Panel to assess your suitability:

1. A **written response** of no more than 4 pages addressing your ability to meet the requirements of the role listed under 'How will you be assessed?' and within the context of the 'Role and Responsibilities'.
2. Your **current Curriculum Vitae or resume**, including up to four referees that can attest to your performance and conduct in the workplace. Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years, and it is preferable to include your current/immediate/past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a

referee to be contacted, please indicate this on your resume and contact the selection panel chair to discuss.

### 3. Application form (only required if not applying online).

## Additional Information for Applicants

- For details regarding salary information, leave entitlements, flexible working arrangements and other benefits please refer to the attached Applicant Information and Guide or visit the [Queensland Health website](#).
- All relevant health professionals (including registered nurses and medical officers) who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.
- Pre-employment screening, including criminal history and disciplinary history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card.
- Applicants will be required to give a statement of their employment as a lobbyist within one month of taking up the appointment. Details are available at the [Public Service Commission Lobbyist Disclosure Policy](#)
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role. Details are available in [Section 571 of the Workers' Compensation and Rehabilitation Act 2003](#).
- Hepatitis B vaccination or proof that you are not susceptible to hepatitis B is a condition of employment for all staff that will have direct contact with patients of who in the course of their work may be exposed to bodily fluids/blood or contaminated sharps.
- Roles that interact face-to-face with patients; or the work location is in a clinical area such as a ward, emergency department or outpatient clinic; or frequently or regularly requires attendance in clinical areas require evidence of vaccination or proof that you are not susceptible to these vaccine preventable diseases:
  - Measles, mumps, rubella (MMR)
  - Varicella (chicken pox)
  - Pertussis (whooping cough)
  - Hepatitis B

**NOTE** that subsequent evidence must be provided of future vaccination in respect of pertussis (whooping cough) as recommended in *The Australian Immunisation Handbook*.

- Travel may be a requirement.
- Applications will remain current for 12 months and may be considered for other vacancies which may include an alternative employment basis (temporary, full time, part time)



# Role Description

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<b>Role title</b>	Senior Medical Officer – (Cardiac)	<b>Salary</b>	\$171 044-\$198 678 (L18-L24) \$204 543-\$216 865 (L25-L27)
<b>Status</b>	Permanent Full Time	<b>Closing date</b>	Monday 29 <sup>th</sup> April, 2019
<b>Unit/Branch</b>	Department of Paediatric Intensive Care Medicine	<b>Contact Name</b>	Dr Christian Stocker, Medical Director
<b>Division/ Hospital and Health Service</b>	Division of Critical Care, Children's Health Queensland Hospital and Health Service	<b>Contact Details</b>	Christian.Stocker@health.qld.gov.au +61 7 3068 5822, +61 417 325 133
<b>Location</b>	Queensland Children's Hospital, South Brisbane		

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Contribute to our leadership for improving experience and outcomes of Queensland's critically unwell children and their families, and meet the challenges facing our team in our vast and socio-geographically unique state.

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- Actively participating as a member of an interdisciplinary team to foster and promote an environment of participation and collaboration for service development, improvement and innovations.

The secondary functions of this role include

- Providing sub-specialty expertise and excellency in paediatric cardiac intensive care, intensive care echocardiography and sonography, and Extracorporeal Life Support (ECLS; ECMO & VAD).
- Helping to shape our paediatric cardiac intensive care and ECLS service and sub-specialty going into the future.
- Promoting excellency in research, education, and quality assurance in your area of sub-specialty expertise.
- Participating in and initiating general academic activities such as workshops, seminars and conferences and other tasks as determined by your line manager and in alignment with the PICU Strategic Plan.
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- Involve consumers in design and evaluation of services.
- Provide effective and timely communication and consultation processes within the service, and with families, referring clinicians and other health services.
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- **Leadership**

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  - Participate in the annual planning cycle for your service, i.e. CHQ PICU and CHQRS, including the development of annual plans, implementation activities and review of performance against budget, activity and quality.
  - Maximise revenue through supporting the private practice scheme & process.
  - Actively participate in a working environment supporting quality human resources management practices including employment equity, anti-discrimination, work, health and safety, and ethical behaviour.
  - Actively contribute to a positive culture within CHQ which encourages and recognises high performance, builds leadership capabilities and supports staff to maximise their health and wellbeing.
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- Fellowship of the Australia New Zealand College of Intensive Care Medicine (ANZ CICM, Paediatrics) or equivalent international specialist qualification.

- Candidates with equivalent international specialist qualifications are obliged to obtain paediatric ANZ CICM qualification through the Overseas Trained Specialist pathway within 2 years of commencement of the position.
- Dual-qualification in Paediatric Cardiology and Intensive Care or certification for formal Paediatric Cardiac Intensive Care training is highly welcome and desirable.
- MD or PhD qualification highly welcome.
- Appointment to this position is dependent upon written confirmation of a Scope of Clinical Practice (SOCP) from the CHQ Executive Director Medical Services. The candidate will be required to provide appropriately validated documents for credentialing purposes.
- Successful candidate will also be required to be credentialed with a statewide SOCP specific for paediatric retrieval medical coordination and paediatric retrieval medicine.

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  - providing out-of-hospital outreach in the form of retrieval medical co-ordination, supervision of retrieval teams, undertaking retrievals and providing tele-health support to metropolitan and regional hospital and health services managing paediatric emergencies or paediatric high acuity in-patients.
- You have a demonstrated commitment and track record of supporting innovation to improve patient safety and to improve the quality of care for children and their families
- You will have a track record of academic and professional excellence through your contribution in areas including research, teaching or relevant professional peer leadership as evidenced by publications, grants, presentations, project leadership and/or supervision of research candidates.
- You will be a team player, and will be recognised for your abilities to lead and work together with staff from various professional disciplines and to build effective and cohesive teams.
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## Your Application

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referee to be contacted, please indicate this on your resume and contact the selection panel chair to discuss.

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- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role. Details are available in [Section 571 of the Workers' Compensation and Rehabilitation Act 2003](#).
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- Roles that interact face-to-face with patients; or the work location is in a clinical area such as a ward, emergency department or outpatient clinic; or frequently or regularly requires attendance in clinical areas require evidence of vaccination or proof that you are not susceptible to these vaccine preventable diseases:
  - Measles, mumps, rubella (MMR)
  - Varicella (chicken pox)
  - Pertussis (whooping cough)
  - Hepatitis B

**NOTE** that subsequent evidence must be provided of future vaccination in respect of pertussis (whooping cough) as recommended in *The Australian Immunisation Handbook*.

- Travel may be a requirement.
- Applications will remain current for 12 months and may be considered for other vacancies which may include an alternative employment basis (temporary, full time, part time)