

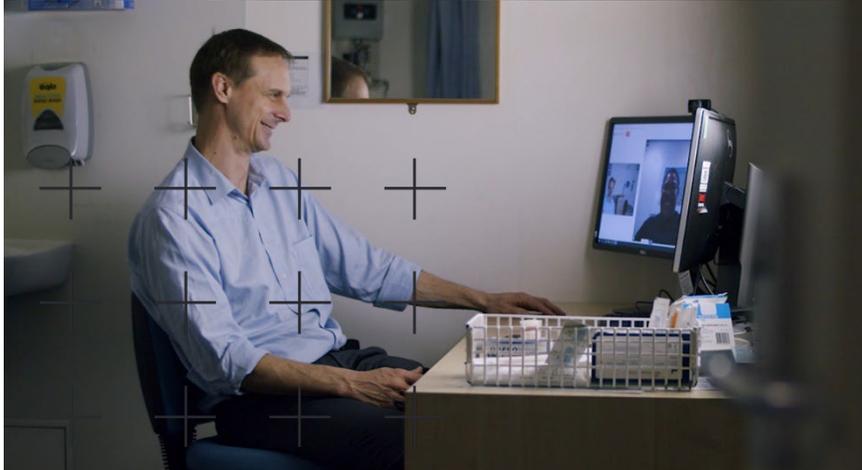


**The Royal
Melbourne
Hospital**

**Advancing
health
for everyone,
everyday.**

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

**Statewide Statewide Principal
Psychology Educator (Mental Health)**



THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we've moved forward with purpose. Always at the forefront, leading the way on improving the quality of life for all.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

OUR VISION

Advancing health for everyone, every day.

THE MELBOURNE WAY

At The RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it The Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

People First



People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

Lead with Kindness



Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

Excellence Together



True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

OUR PRIORITIES

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

1. **Be a great place to work and a great place to receive care**
2. **Grow our Home First approach**
3. **Realise the potential of the Melbourne Biomedical Precinct**
4. **Become a digital health service**
5. **Strive for sustainability**



KEY ACCOUNTABILITIES

- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Work in partnership with consumers, patients and where applicable carers and families.
- Work collaboratively with colleagues across all RMH and VCCMHW teams.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Respect that the RMH is a smoke-free environment.
- Utilise clinical experience and advanced knowledge and skills to guide all aspects of the psychology educator program of work at VCCMHW
- Be responsible for the statewide planning, development, and management of education and training for psychologists employed in Victorian public clinical mental health and wellbeing services, and as relevant, programs for other mental health workforce disciplines
- Where appropriate, engage with universities for teaching and research purposes, as well as considering the continuum of workforce development and education for the psychology workforce
- Where appropriate engaged with Research Translation activities at VCCMHW
- Provide leadership and operational management, for the VCCMHW Grade 4 psychology educator
- In collaboration with LEWs workforces, and VCCMHW LLEWs team, provide input into the design and delivery of education and training to the peer workforces in mental health services as required
- Provide oversight, leadership, and direction to the Grade 4 VCCMHW psychology educator in the identification and delivery of education and training to the clinical workforces in mental health and wellbeing services
- Work closely with the VCCMHW workforce team in determining appropriate workforce development activities
- Ensure direct reports receive regular feedback and participate in annual discussions.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Ensure training needs of direct reports are identified and undertaken.
- Ensure risk management activities are completed, effective controls are in place and incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.
- Create a psychologically safe work environment where everyone feels safe to speak up. Monitor and achieve relevant KPIs and targets and operate within their allocated budget.
- Commit to upholding the values and ways of working of the VCCMHW Collaborative Charter.



KEY RELATIONSHIPS

Internal

- Manager Sector Capability
- Director of Workforce Education and Development
- Victorian Collaborative Centre for Mental Health & Wellbeing Workforce Team
- Professor of Mental Health Reform
- Victorian Collaborative Centre for Mental Health & Wellbeing Research and Operations Teams
- Learning and workforce development facilitators
- Lived experience workforce development facilitators
- Statewide Mental Health Educators (Social work, Occupational Therapy, Enrolled Nurses)
- Events coordinator

External

- AMHWS psychology educators
- AMHWS psychology workforce
- Statewide Psychology Educator Network
- Victorian Directors of Psychology in Public Health Committee
- Statewide Training Providers and discipline training experts and leaders in the profession
- Universities
- Area Mental Health and Wellbeing Services workforce

KEY SELECTION CRITERIA

Formal Qualifications

- Registration as a Psychologist under the Australian Health Practitioner Regulation National Law Act (2009) with practice endorsement as a Clinical, Forensic or Clinical Neuropsychologist with the Psychology Board of Australia

Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- At least 10 years' experience working as a registered psychologist
- Extensive experience as a psychologist in mental health services
- Board approved supervisor status
- Demonstrated experience in leadership roles
- Comprehensive knowledge of relevant legislation, policies and strategic directions relevant to mental health
- Proven ability in the design, delivery, and evaluation of professional development activities, and training for psychologists working in mental health services
- Proven ability in the design, delivery, and evaluation of training for other mental health disciplines, including (but not limited to) registrars, students, lived experience workforces, and other clinical disciplines
- Demonstrates a strong understanding of the role and value of lived experience workforces, and how to engage and work with people in these workforces effectively and respectfully



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- Extensive knowledge and skills in a specialty area, I.e., motivational Interviewing, DBT, ACT, CBT
 - Demonstrated ability managing complex projects/initiatives from start to end, directing the process, and meeting deadlines and deliverables
 - Sophisticated strategic thinker, able to drive, direct, plan, implement, and achieve deliverables
 - Demonstrates a collaborative approach to work, engages well with others, and operates from a strength's perspective
 - Seeks out advice as needed in a proactive way
 - Valid Working with Children's Check, Police Check & Immunisation Assessment

Desirable:

- Experience as a principal researcher or project manager, responsible for the design, implementation and publication of clinical psychological research as an author or co-author
- Certificate IV in Training and Assessment, **or** a Graduate Certificate/Diploma/Masters in Clinical Education
- Experience in the design and delivery of online training through various online systems

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values
 - Achievement of portfolio specific KPI targets
 - Participation in and satisfactory feedback through the annual performance review process
 - Ability to maintain a safe working environment and ensure compliance with legislative requirements
 - Achievement of role specific accountabilities as noted above
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AT THE RMH WE:

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Equitable, Person-centred Care (STEP) in line with our clinical governance framework.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

OUR COMMITMENT:

- **Equity, Inclusion, Belonging and Safety**
 - As a leader in healthcare, we recognise the need to foster a culture of equity, inclusion, and belonging — safe spaces where every individual is empowered to be their authentic self, contributing meaningfully to the collective well-being of our community.
- **First Nations Commitment**
 - We acknowledge and pay our respects to the Traditional Owners of the lands on which we work and stand in solidarity with Aboriginal and Torres Strait Islander peoples. We are committed to creating a culturally safe environment that honours First Nations voices, knowledge, and self-determination through inclusive governance, respectful policies, and a steadfast commitment to anti-racism. The Royal Melbourne aspires to lead by example in addressing the injustices of colonisation and its ongoing impacts.
- **Child Safe Standards**
 - RMH is a child safe organisation. We are dedicated to fostering an environment that respects and upholds the rights of children and young people, in line with the Child Safe Standards. We actively embed these standards in our culture, policies, and practices, ensuring that the safety and wellbeing of children and young people is a central priority.
- **Equal Opportunity and Accessibility**
 - We are proud to be an equal opportunity employer that champions diversity in all its forms. We value the strengths and perspectives that come from people of all backgrounds, identities, abilities, and lived experiences. We encourage applicants from all communities, and we will provide reasonable adjustments to support equitable participation.
- **Thriving Together**
 - Together, we are committed to fostering an environment where everyone feels respected, safe, and empowered to thrive.

ACCEPTANCE

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

Employee Signature

Employee Name (please print)

Date