Position Description

Position title:	Clinical Nurse Consultant
Department:	Neonatal Services
Classification:	RN Clinical Consultant C Year 1 – 2 (ZA7 – ZA8)
Agreement:	Nurses and Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024 – 2028)
Reporting to:	Director (Nursing) – Neonatal Services

About us

Located in Melbourne on the traditional lands of the Wurundjeri people of the Kulin Nation, the Royal Women's Hospital is Australia's first and leading specialist hospital for women and newborns. We offer expertise in maternity services, neonatal care, gynaecology, assisted reproduction, women's health and cancer services. We advocate for women's health in areas that have long been overlooked or stigmatised, including abortion, endometriosis, family violence, female genital mutilation, menopause, women's mental health, sexual assault and substance use in pregnancy.

Our vision, values and declaration

The Women's vision, values and declaration reflect our promise to our patients and consumers and articulate our culture and commitment to our community and each other.

Our vision is **'Creating healthier futures for women and babies'**. Our values are:



The Women's declaration reflects the principles and philosophies fundamental to our hospital, our people and our culture.

- **We are committed to the social model of health**
- **We care for women from all walks of life**
- **We recognise that sex and gender affect health and healthcare**
- **We are a voice for women's health**
- **We seek to achieve health equity**

Our commitment to inclusion

The Women's is committed to creating and maintaining a diverse and inclusive environment which enhances staff and consumer wellbeing and nurtures a sense of belonging. We strongly encourage anyone identifying as Aboriginal and/or Torres Strait Islander to join us. We offer a range of programs and services to support First Nations employees. We invite people with disability to work with us, and we welcome anyone who identifies as linguistically, culturally and/or gender diverse, people from the LGBTQIA+ community and people of any age.

About the department/unit

The Newborn Intensive Care Unit (NICU) is one of five tertiary referral centers in Melbourne, dedicated to providing specialised care for premature and critically ill newborns across Victoria. Each year approximately 2,000 premature and medically vulnerable babies are admitted.

Beyond clinical care, the Neonatal Service plays a vital role in education and training at local, national and international levels, supporting healthcare professionals in enhancing their neonatal expertise. The unit is actively engaged in various research programs, including those that contribute to long-term follow-up care of high-risk infants.

The Women's NICU is a 59-bed unit. It consists of 27 level 5-6 cots, and 32 level 3-4 cots. There are additional care spaces to provide some flexibility depending on patient mix, acuity and needs (i.e. isolation, procedures and 'rooming in'). The team works within a Family Integrated Care Model, fostering collaboration between families and healthcare professionals. This approach empowers parents to become confident, knowledgeable and independent primary care givers.

Position purpose

The primary purpose of this position is to provide expert clinical nursing leadership and management within Neonatal Services, ensuring the delivery of safe, high quality, evidence-based care that meetings professional, organisational, legal and ethical standards and optimises outcomes for infants and their families.

The Clinical Nurse Consultant provides visible clinical leadership and expert advice, supporting staff and facilitating collaboration across clinical areas and multidisciplinary teams. The role promotes and leads clinical audits, quality improvement and research activities, evaluates emerging evidence and coordinates key stakeholders to translate research finding into clinical practice.

The position also plays a key role in quality assurance, practice improvement and the development and delivery of research activities, including collaboration with university and other relevant partners.

Key responsibilities

Clinical Leadership and Management

- Provide visible clinical leadership and support to the ANUMs, who directly provide clinical supervision and support to the clinical staff on a shift-to-shift basis
- In a consultancy capacity, provide clinical nursing expertise and direction in line with relevant policies, procedures and guidelines (PPGs) including expert, high level nursing assessment, care planning and interventions/procedures.
- Ability to take a clinical load to maintain clinical credibility competency and support succession planning and training
- Establish and maintain a culture within the Neonatal Unit which values innovation, education, multidisciplinary collaboration, clinical excellence, and family integrated and developmental care while recognising individual and collective team contribution.
- Provide clinical assistance as required when other senior staff within the Neonatal Unit require second opinion, additional expertise or clinical support.

- In consultation with the Directors of Neonatal Services, strategically position the Women's in development of advanced scope of practice roles in neonatal nursing.
- Chair or co-chair relevant departmental meetings, committees and working groups, as guided by the Directors of Neonatal Services.
- Collaborate with Clinical Nurse Consultants both within the Women's and externally to share knowledge and practice related to CNC roles.
- Provide mentorship, coaching and professional development support to nursing and midwifery staff, supporting clinical capability, professional growth and succession planning.

Professional Development, Education and Training

- Provide centralised and coordinated oversight of education,nursing research and evidence-based practice.
- Ensure all staff working in the unit practise professionally and safely and in accordance with evidence-based guidelines, as assessed through compliance audit and observation.
- Advise and support staff with identified practice improvement needs.
- As a clinical leader, ensure all incidents and near misses are identified and reported, and used to promote reflection, learning and improvement within a no-blame environment.
- As an expert resource, collaborate with the Neonatal Clinical Leadership Team and Education team to develop and evaluate skill development goals for staff to support an appropriate skill mix.
- Liaise with Neonatal Clinical Leadership Team to ensure staff have access to regular supervision and development opportunities.
- Support Clinical Nurse Specialists to fulfil the responsibilities of their role and work to their enhanced scope of practice, including undertaking their annual professional development reviews.
- Maintain and update own professional development to demonstrate an ongoing commitment to learning and best practice.

Service Development and Quality

- Identify and contribute to quality and service improvement projects in accordance with relevant National Standards.
- Responsible for the implementation actioning and reporting of quality and research initiatives.
- In collaboration with the NUMs, coordinate the review and follow-up of VHIMS incidents relevant to Neonatal Services, ensuring identified actions and opportunities for learning and improvement are progressed.
- As an expert resource, ensure that the Neonatal Quality Program is strategically aligned with the Neonatal Services Plan
- Oversee, coordinate, review and contribute to the development of evidence-based policies, procedures and guidelines (PPGs) to promote consistency in care delivery and enhance the safety and effectiveness of clinical practice in the Neonatal unit.
- Introduce innovation to improve skill mix, clinical practice and outcomes.

- As part of the Neonatal Clinical leadership team contribute to the identification of process and systems improvements.

Research

- Provide leadership in promoting and supporting neonatal nursing research.
- Initiate, drive, develop and deliver research activities in collaboration with university partners.
- Support the translation of nursing led research into clinical practice.
- Partner with the Neonatal Research Team to support the translation of relevant nursing research outcomes into clinical practice.
- Collaborate with Maternity and Women's Health CNC's to share relevant research activities and opportunities.
- Develop and delivery of research activities in collaboration with university partners such as literature reviews, posters, conference presentations or journal articles.

Key Performance Indicators (KPI's)

KPIs are used to assess your performance in meeting the responsibilities of this position. These will be formally established with you as part of your Performance Development Plan within the first six months of your appointment.

Key selection criteria

Experience/qualifications/attributes

Essential:

- Registered Nurse, Division 1 and/or Registered Midwife with AHPRA (Australian Health Practitioner Regulation Agency).
- Post graduate qualification in Neonatal Nursing.
- Extensive clinical experience within a tertiary Neonatal Intensive Care setting.
- Demonstrated commitment to, and active participation in, the development, implementation and evaluation of high-quality neonatal healthcare, quality assurance and evidence-based practice.
- Demonstrated ability to work effectively within a multidisciplinary team
- High level communication skills, with demonstrated ability to communicate effectively and share knowledge across all levels and across disciplines.
- Awareness of contemporary issues relating to neonatal nursing, with participation in relevant local, state and national practice development and policy initiatives.
- Understanding of research and evidence-based practice and their application within health services.
- Demonstrated experience in neonatal research including presentation and/or publication of research findings.
- Proven ability to manage change and introduce new ways of working.

Desirable:

- Completed, or working towards, a Master's degree or PhD relevant to neonatal nursing or neonatal care.

Attributes:

- Demonstrated excellence in interpersonal skills with the ability to develop and maintain positive working relationships across a broad range of professional disciplines.
- Demonstrated high standards of written communication and presentation skills.
- Demonstrated self-direction in resource identification, prioritisation and time management.
- Demonstrated ability to work autonomously and exercise sound professional judgement.
- Demonstrated experience and achievement in project and service improvement activities.
- Ability to work effectively across a variety of clinical settings.
- Demonstrated problem solving and critical thinking skills.
- Proficient in relevant computer applications including Microsoft Word and Excel and use of intranet and internet-based systems.
- Embodies the Women's values of courage, passion, discovery and respect

Organisational relationships

Internal relationships

- Clinical Directors – Neonatal Services (Nursing & Medical)
- Nurse Unit Managers
- Clinical Nurse Educators
- Medical and nursing staff within the service
- Administrative staff within the service
- CNCs in other clinical areas

External relationships

- CNCs at other Neonatal Services
- University Partners

Inherent requirements

Inherent requirements are the essential tasks and activities that must be carried out in order to perform this role, including with adjustments. The Women's is committed to providing workplace adjustments that support all people to work with us. We welcome you to discuss any adjustments with the manager of this role during the recruitment process or at any time during your employment, as we acknowledge and understand circumstances can change. You can also request a copy of our workplace adjustments procedure for more information.

Physical demands	Frequency
Shift work – rotation of shifts – day, afternoon and night	Rare
Sitting – remaining in a seated position to complete tasks	Prolonged/Constant
Standing- remaining standing without moving about to perform tasks	Rare

Walking – floor type even, vinyl, carpet,	Frequent
Lean forward/forward flexion from waist to complete tasks	Occasional
Trunk twisting – turning from the waist to complete tasks	Occasional
Kneeling – remaining in a kneeling position to complete tasks	Rare
Squatting/crouching – adopting these postures to complete tasks	Rare
Leg/foot movement to operate equipment	Occasional
Climbing stairs/ladders – ascending and descending stairs, ladders, steps	Frequent
Lifting/carrying – light lifting and carrying less than 5 kilos	Constant
– Moderate lifting and carrying 5 – 10 kilos	Occasional
– Heavy lifting and carrying – 10 – 20 kilos.	Occasional
Push/pull of equipment/furniture – light push/pull forces less than 10 kg	Occasional
– moderate push / pull forces 10 – 20 kg	Occasional
– heavy push / pull forces over 20 kg	Rare
Reaching – arm fully extended forward or raised above shoulder	Rare
Head/neck postures – holding head in a position other than neutral (facing forward)	Rare
Sequential repetitive actions in short period of time	
– Repetitive flexion and extension of hands wrists and arms	Occasional
– Gripping, holding, twisting, clasping with fingers/hands	Occasional
Driving – operating any motor-powered vehicle with a valid Victorian driver's license.	Rare
Sensory demands	**Frequency**
Sight – use of sight is integral to most tasks completed each shift	Prolonged/Constant
Hearing – use of hearing is an integral part of work performance	Prolonged/Constant
Touch – use of touch is integral to most tasks completed each shift	Prolonged/Constant
Psychosocial demands	**Frequency**
Observation skills – assessing/reviewing patients in/outpatients	Prolonged/Constant
Problem solving issues associated with clinical and non-clinical care	Prolonged/Constant
Working with distressed people and families	Occasional
Dealing with aggressive and uncooperative people	Rare
Dealing with unpredictable behaviour	Rare
Exposure to distressing situations	Occasional

Definitions used to quantify frequency of tasks/demands as above	
Prolonged/constant	70 – 100 % of time in the position
Frequent	31 – 69 % of time in the position
Occasional	16 – 30% of time in the position
Rare	1 – 15% of time in the position
Not applicable	0% of time in the position

Employee awareness and responsibilities

- Employees are required to be aware of, and work in accordance with, hospital policies and procedures.
- Employees are required to identify and report incidents, potential for error and near misses, to improve knowledge systems and processes and create a safe environment for staff and patients.
- Employees agree to provide evidence of a valid employment Working with Children Check and provide complete details for the Women's to undertake a Nationally Coordinated Criminal History Check (NCCHC).
- Our vision is a future free from violence and discrimination in which healthy, respectful relationships are the norm. The Women's expects all staff to contribute to a culture that promotes and supports diversity, equity, respect and inclusion.
- The Women's provides pregnancy termination services as part of its public health responsibility to provide safe health care to women.

Vaccination requirements

As this role has limited direct physical contact with patients and clinical environments, employees are required to be vaccinated against or demonstrate immunity to influenza, COVID-19, whooping cough (pertussis), chicken pox and MMR (measles, mumps, rubella).

Employment with the Women's is conditional upon the provision of satisfactory evidence of vaccination and/or screening, and we may withdraw an offer of employment if the required evidence is not provided at least five business days prior to the intended start date.

Declaration

By accepting this position description electronically, I confirm I have read, understood and agreed to abide by the responsibilities and accountabilities outlined.

Developed date: October 2026

Developed by: Director (Nursing) – Neonatal Services

Date of next review: October 2027
