

## **Position description**

### ***Position Title***

Hospital-based Medical Director of Organ and Tissue Donation (HBMD)

### ***Background and purpose of the position***

Australia is a world leader in clinical outcomes for transplant patients but has a longstanding shortage of organs and tissue for transplantation.

The Victorian Government is working with the Australian Government to implement a \$151.1 million reform package of national initiatives to establish Australia as a world leader in organ and tissue donation for transplantation. For more information about the Australian Government's reform package visit <http://www.health.gov.au>

The new Commonwealth Australian Organ and Tissue Donation and Transplantation Authority (the Authority) will provide national leadership and build a new approach and system in partnership with States and Territories, the clinical community and consumers. The goal is to achieve a significant and lasting increase in the number of life-saving and transforming transplants for Australians.

New dedicated medical specialist positions and other clinical positions in public and private hospitals around Australia will focus on optimising organ and tissue donation rates. A new network of nationally coordinated organ and tissue donation agencies will work with hospital staff to facilitate the donation process at the State and Territory level according to national protocols and systems set by the Authority.

Successful applicants to these new positions will work as part of a national network of Medical Directors of Organ and Tissue Donation in hospitals across Australia and will be instrumental to the success of a national effort to improve organ and tissue transplantation rates for Australians.

### ***Overarching principles***

The Hospital-based Medical Director's role and responsibilities reflect the overarching principles of the national reform package:

- A new, nationally consistent and coordinated approach and system for organ and tissue donation to boost the number of transplants for Australians;
- Increased, dedicated capacity within the health system to focus on organ and tissue donation; and
- The implementation in the Australian context of proven international and national best practice taking into account Victorian legislative, structural and operational requirements to maximise success.

### ***Summary of role***

The Hospital-based Medical Director's primary focus is to lead and drive at the local level the national effort to increase organ and tissue donation across Australia.

The Hospital-based Medical Director (HBMD) will be responsible and accountable for the end-to-end process to optimise organ and tissue donation for transplantation, including the education of hospital staff and obtaining consent. Specifically the HBMD position will be responsible for systems that will ensure:

1. that all potential cadaveric donors are properly recognised and evaluated, and the opportunity for donation is available; and
2. integrated management of the donation process to assure quality and national consistency of all procedures from donor identification to donor family follow up and aftercare.

## ***Responsibilities***

The HBMD will ensure that local hospital practice and systems are in line with nationally consistent policy and processes set by the Authority. In essence they are the local champion and driver of all aspects of the process and must be seen as part of the hospital team. They will have professional working relationships with relevant hospital departments.

Specifically, the HBMD will be responsible for:

- educating medical, nursing and allied health staff in Intensive Care Units (ICU), Emergency Departments (ED) and the health institution as a whole in accordance with programs set by the Authority;
- establishing and fostering professional relationships with medical and nursing personnel, particularly in the areas of intensive care, emergency, anaesthetics, neurology and neurosurgery;
- facilitating organ and tissue donation by working with hospital teams to identify potential donors and optimise actual donations;
- the consenting process with family members and, where appropriate, being the primary point of contact for the donor family in the hospital;
- liaison with OTDA for donor family support and follow up services such as bereavement counselling.
- championing the use of nationally consistent clinical triggers to improve the identification of potential organ and tissue donors;
- liaison between ICUs, EDs, Organ and Tissue Donation Agencies (OTDA) staff, eye and tissue banks in order to maximise opportunities for organ and tissue donation;
- reporting against the performance targets and goals set by the Authority;
- providing mentoring and support to nursing staff responsible for organ and tissue donation;
- managing the performance appraisal and development of nursing staff responsible for organ and tissue donation, in conjunction with senior nursing staff;
- providing ongoing feedback to medical and nursing staff involved in organ and tissue donation processes as required;
- undertaking ongoing professional development in relation to organ and tissue donation;
- providing expert knowledge and advice to donor coordinators and hospital staff upon request (including willingness to be available on an on-call roster for specialist questions to ensure 24 hour cover).

The HBMDs are responsible for implementation, monitoring and evaluation of national protocols and practices in their hospital.

HBMDs at major metropolitan hospitals will have responsibility to liaise with outreach private and regional hospitals.

## **Qualifications**

The Hospital-based Medical Director will be:

- Registered or eligible for registration as a specialist in Victoria, in intensive care, emergency medicine, or another specialty connected with the donation process; or
- Possess qualifications and experience appropriate for registration as a specialist in Victoria, in intensive care, emergency medicine or another specialty connected with the donation process.

In general this requirement will involve Fellowship of an appropriate College depending upon the applicant's specialty, or on support from the relevant College for deemed specialist status in an area of need.

## **Skills, experience and personal attributes**

The Hospital-based Medical Director will have:

- Advanced clinical skills (in intensive care, emergency medicine or another specialty connected with the donation process) with a strong interest / working knowledge of organ and tissue donation;
- Commitment and enthusiasm to champion, educate and lead others to improve organ and tissue donation rates and outcomes;
- Leadership capacity and values needed to inspire and drive significant change combined with personal resilience and the strength to overcome adversities and find solutions to complex problems;
- The demonstrated ability to lead, inspire and cooperate with others to achieve team objectives;
- Empathy with donors, recipients and their respective partners, families and friends;
- The ability to communicate with and respond to a wide range of stakeholders in a calm and influential manner, listening carefully and responding sensitively to build rapport.

## **Summary**

*Funding:* Commonwealth

*Employer:* Hospital or health service as applicable

*Report to:*

- a senior administrator (eg hospital CEO) on a daily operational basis;
- to the State Medical Director of Organ and Tissue Donation in an organ and tissue donation program capacity, including performance and compliance with the national framework; and
- the Authority's National Medical Director in a professional/craft capacity.