The Royal Melbourne Hospital









Advancing health for everyone, everyday.

Could this be you?

Join The Royal Melbourne Hospital Team

Position Description

Bone Marrow Transplant (BMT) – Clinical Fellow

The Royal Melbourne Hospital

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

The Royal Melbourne Hospital

Position Description

Position Title:	Bone Marrow Transplant (BMT) – Clinical Fellow
Service:	Medical Services - Haematology
Location:	Victoria Comprehensive Cancer Service
Reports To:	Director – Bone Marrow Transplantation
Enterprise Agreement:	AMA Victoria - Victorian Public Health Sector – Doctors in Training Enterprise Agreement 2022–2026
Classification:	HM25+ - As per EBA
Employment Status:	Full Time / Fixed Term
Immunisation Risk Category:	Category A
Date of Review:	November 2026

POSITION SUMMARY

This position is for a Full-Time clinical fellow position within the combined Clinical Haematology service of the Royal Melbourne Hospital and Peter MacCallum Cancer Centre.

Areas of Responsibility:

- To help support and develop the BMT Service at Royal Melbourne Hospital, including inpatient and outpatient management
- Attend approx. 2-3 outpatient clinics per week
- Participate in the BMT on-call roster
- Participate in weekly multi-disciplinary meetings
- Support teaching and supervision of medical students, junior medical staff with a particular emphasis on BMT and good clinical practice

DEPARTMENT DESCRIPTION

Clinical Haematology is a unified department formed between the Royal Melbourne Hospital and Peter MacCallum Cancer Centre and is the largest haematology service in the country. We provide a publicly funded, evidence-based care for patients with haematologic disorders from across Melbourne and beyond, within eight specialised disease groups, each led by a nationally recognised and experienced clinical leader in their area. Clinical Haematology is a vibrant multi-disciplinary service providing advanced care and research opportunities in all aspects of haematology.

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 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.
- 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.
- Liaise and communicate with the multidisciplinary treatment team
- Actively and regularly participates in peer review patient related activities
- Develop clinical/research protocols, including preparation, submission to committees, analysis and manuscript preparation
- Assist in the development / maintenance of BMT treatment guidelines
- Participate in internal and external education programs

KEY RELATIONSHIPS

Internal

- Clinical haematology stream leads, medical & nursing
- Emergency Department
- Medical and surgical referring units

External

- VCCC Partners
- Other hospitals

KEY SELECTION CRITERIA

Formal Qualifications:

- Registration with the Medical Board of Australia (AHPRA) or eligible for registration with the Medical Board of Australia (for international Medical Graduates)
- Appropriate Health Professional Tertiary qualifications – MBBS or equivalent
- Post graduate qualifications in haematology (FRACP, FRCPA)

Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together
- Ability to work in a multidisciplinary team
- Ability to establish and maintain interpersonal relationships with medical staff and other disciplines

Desirable:

- Ability to establish and maintain good interpersonal relationships with medical staff and other disciplines
- Have significant clinical experience in haematology, particularly bone marrow transplantation
- Have an interest and experience in clinical research

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

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