The Royal Melbourne Hospital

Advancing health for everyone, everyday.

Could this be you?

Join The Royal Melbourne Hospital Team

Position Description

John Perrett Specialist Fellow in Nephrology

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:	John Perrett Specialist Fellow in Nephrology
Service:	Nephrology
Location:	The RMH Parkville
Reports To:	Director of Nephrology
Enterprise Agreement:	AMA Victoria - Victorian Public Health Sector – Doctors in Training Enterprise Agreement 2022–2026
Classification:	Registrar (HM25+)
Employment Status:	Fixed Term / Part-Time (38hr/week)
Immunisation Risk Category:	Category C
Date of Review:	April 2027

The Department of Nephrology and Kidney Care Services at The Royal Melbourne Hospital (RMH) has a reputation for excellence in all facets of nephrology care. Our purpose is to partner with the communities we serve to provide accessible, high quality, evidence-informed person-centred holistic kidney care, and to be a leader in kidney health education, research, and innovation. The department is highly regarded and sought after as a training position for advanced trainees in nephrology, higher degree students, observerships, sabbaticals and international scholars.

The objective of the RMH John Perrett (JP) Specialist Fellowship in Nephrology is to provide a structured and mentored career development pathway for exceptional research-minded early career nephrologists.

The fellowship is named in honour of John Perrett whose transformational gift has enabled investment in projects that enhance the depth and impact of kidney care at the RMH.

POSITION SUMMARY

The fixed term part time (38hr/week) Fellowship seeks to develop the future leaders of clinical innovation by providing an opportunity to leverage advanced clinical training and higher degree experience. The fellowship is modelled on the American Society of Nephrology blueprint for subspecialty career tracks (Am J Kid Dis 2023;82(6):639-43).

Career development tracks

Clinical: JP Specialist Fellows will undertake advanced subspecialty training in their clinical area of interest (examples: rare kidney disease, genetics, dialysis, transplantation, supportive care, onco-nephrology)

Education: JP Specialist Fellows will be expected to lead departmental educational programmes including initiatives to strengthen the RMH Nephrology - GP interface.

Research: JP Specialists Fellows will complete a project agreed upon with the supervisor prior to commencing. Fellows will be able to select a project based on their area of interest. Proposals for the research component of the fellowship will be made by any of the Department's three service pillars- General Nephrology, Dialysis and Transplantation.

KEY ACCOUNTABILITIES

- **Clinical:** JP Specialists Fellows will:
  - Provide subspecialty clinical care with the Department of Nephrology independently at the level of a consultant, with supervision as needed.
- **Education**: JP Specialists Fellows will:
  - In the first year of their Fellowship, complete a relevant Graduate Certificate in education unless the candidate already has formal education qualifications.
  - Develop and deliver educational materials within the department of Nephrology and more broadly to Primary Care.
- **Research:** JP Specialists Fellows will:
  - Pursue a research question.
  - Collect, analyse and interpret data.
  - Collaborate with other researchers and institutions.
  - Supervise and mentor Junior researchers and students.
  - Present findings internally and externally at seminars and conferences.
  - Prepare and publish research findings in academic journals.
  - Identify opportunities for external funding.

- 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.

KEY RELATIONSHIPS

Internal

- Those living with kidney disease
- Medical and nursing staff within in the RMH
- Research, administrative and data management staff

External

- Key patient representative bodies
- International and national collaborators
- Primary care teams

KEY SELECTION CRITERIA

Formal Qualifications

- Current registration as a medical practitioner with the Australian Health Practitioner Regulation Agency (AHPRA).
- Appropriate tertiary health qualifications – MBBS or equivalent
- PhD in related biomedical or health field.

Essential

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- Applicants must have completed their three years advanced training through the RACP or international equivalent.

Skills and Experience

- Strong background in Nephrology.
- Proficiency in research methodologies and data analysis.
- Excellent written and verbal communication skills.
- Ability to work independently and as part of a team.

Personal Attributes

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- Passion for research and discovery.
- Strong problem-solving skills.
- Attention to detail and accuracy.
- Ability to manage multiple projects simultaneously.
- Demonstrated commitment to professional development

Desirable

- Experience in grant writing.
- Experience in co-design and/or implementation science.
- Proficiency working with an electronic medical record.

KEY PERFORMANCE INDICATORS

Performance and overall contribution will be measured through:

1. Demonstration of RMH values
2. Ability to maintain a safe working environment and ensure compliance with legislative requirements
3. Participation in and satisfactory feedback through an annual performance review process

4. Achievement of portfolio specific performance targets:

- Productivity and impact
  - Delivery of clinical care
  - Contribution to policy changes or societal impact.
  - Collaborations with other institutions.
  - Grant application submission and funding.
  - Presentations delivered.
  - Peer-reviewed academic publications.
  - Awards or recognitions.
- Mentorship and Education
  - Delivery of education
  - Active participation in mentoring programmes.
- Project Milestones
  - Timely completion of projects.
  - Achievement of specific research objectives.
- Collaborative Efforts
  - Quality and impact of collaborative research.
  - Network expansion and partnerships formed.
- Innovation and Development
  - New idea generation.
  - Number of ideas turned into outcomes.

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