The Royal Melbourne Hospital

Advancing health for everyone, everyday.

Could this be you?

Join The Royal Melbourne Hospital Team









Position Description

Urology 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:	Urology Fellow
Service:	Surgical Services - Urology
Location:	The Royal Melbourne Hospital, City Campus
Reports To:	Head of Unit - Urology
Enterprise Agreement:	AMA Victoria - Victorian Public Health Sector – Doctors in Training Enterprise Agreement 2022–2026
Classification:	HM25+ - As per EBA
Employment Status:	Fixed Term
Immunisation Risk Category:	Category A
Date of Review:	February 2025

POSITION SUMMARY

As a member of the Urology Unit and Clinical Business Unit at The Royal Melbourne Hospital, the fellow will be involved in both clinical and research activities.
All fellows work will be under the direct supervision of the Head of Unit or the supervision of a nominated staff urologist at The Royal Melbourne Hospital, Peter MacCallum Cancer Centre, Epworth Hospital Service, Royal Women's Hospital, Frankston Hospital, Rosebud Hospital and Broadmeadows Health Service.
Fellows will be extensively involved and trained in laparoscopic and robotic surgery as our fellowship program specialises in these areas.

DEPARTMENT DESCRIPTION

The Department of Urology is one of Australia's leading urology centres. It offers a comprehensive urological service from the RMH City Campus and urological expertise to the neighbouring Royal Women's Hospital and the Peter MacCallum Cancer Centre. The Department also provides specialised clinical services for all adult urological conditions including urological cancers, stone disease, and continence problems.
The general urology outpatient clinics at RMH provide the following specialist multidisciplinary clinics and outpatient diagnostic services: uro-oncology, lower urinary tract symptoms, haematuria, flexible cystoscopy, urodynamics and prostate biopsy.
The Department is actively involved with both clinical and scientific research. It offers excellent training opportunities for urologists and specialist nurses and has a world-renowned Fellowship Program for advanced trainees under the Directorship of Professor Nathan Lawrentschuk

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.
- Prepare, attend and present cases for MDM discussion weekly
- Ward rounds
- RMH operating theatre to assist and perform robotic, laparoscopic and open surgery
- Attendance at the Peter MacCallum Cancer Centre to assist and perform operative surgery
- Outpatient clinics, including specialist clinics, at the Royal Melbourne Hospital
- 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.
- Work closely with liaison nurses in the assessment and scheduling of elective patients for surgery
- Assessment of emergency patients
- Assessment of clinical trial patients
- Attendance at the Epworth Hospital to assist and perform operative surgery
- Attendance at the Royal Women's Hospital to assist and perform operative surgery

KEY RELATIONSHIPS

Internal

1. Head of Department
2. Senior Medical Staff
3. Nursing & Allied Health Staff

External

1. External Health Services
2. Precinct Partner Hospital's

KEY SELECTION CRITERIA

1. Formal Qualifications:

- Registration (or eligible for Registration) with the Medical Board of Australia – AHPRA
- Appropriate tertiary qualifications – MBBS or equivalent

Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- FRACS or equivalent
- The position would be ideal for a post SET6 Australian/NZ Trainee

Desirable:

- Experience in clinical research would be advantageous

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, Effective, Person-centred Care (STEP) in line with our clinical governance framework.
- Are an equal opportunity employer, committed to providing a work environment free of harassment and discrimination. We promote diversity and inclusion in the workplace.
- 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.

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