

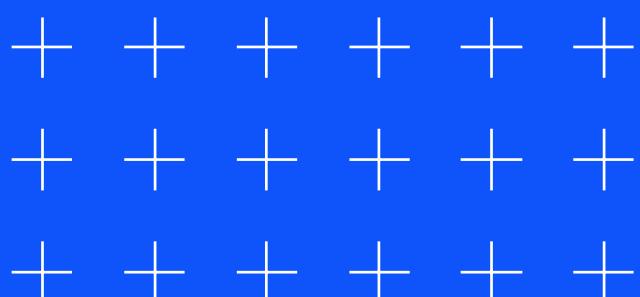


**The Royal
Melbourne
Hospital**

Advancing health for everyone, every day.

Could this be you?

Join the Royal
Melbourne
Hospital team



**Position Description
Specialist Urologist**

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**

Position Description

Position Title:	Specialist Urologist
Service:	Surgery, Perioperative, Trauma and Surgical Oncology Services
Location:	RMH - City Campus
Reports To:	Head of Unit+
Enterprise Agreement:	9. Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022 – 2026
Classification:	As per EBA – dependant on experience
Employment Status:	Fractional
Immunisation Risk Category:	Category A
Date of Review:	May 2024

POSITION SUMMARY

- Attend weekly Urology clinics
- Attend weekly Urology robotic theatre lists

DEPARTMENT DESCRIPTION

- The RMH Urology Department is one of Australia's leading Urology centres.
- It offers a comprehensive urological service from the City Campus, providing specialised clinical services for all adult urological conditions including, urological cancers, stone disease and continence problems.
- The Department is actively involved with both clinical and basic scientific research.
- It provides excellent training opportunities for Urologists and all staff under the Director of Urology.

KEY ACCOUNTABILITIES

- Participate in annual performance review to be undertaken by Head of Unit.
- Maintain skills and abilities through professional training and development.
- Identify and act upon opportunities for advancing the practices of medicine within the expertise of the appointee.
- 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

- All Internal staff and departments
- Allied Health
- Emergency department
- Radiology

External

- Patients
- General Practitioners
- Allied Health
- All other service providers and specialists

KEY SELECTION CRITERIA

Formal Qualifications

- Possession of a medical degree from a registered tertiary institution.
- Registration with the Medical Board of Australia with Specialist registration.
- Fellowship with the Royal Australian College of Surgeons (FRACS) (Urol) or equivalent registrable with the Medical Board of Australia.

Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- Proof of qualifications.
- Proof of registration or membership with the appropriate registration authority or association within Australia.
- Proof of experiences and references.

Desirable:

- Evidence of participation in a continuing professional education program.
- Interest in research.
- Interest in robotic surgery.

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
