



**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

**Associate Nurse Unit Manager
(ANUM)**

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.

Advancing health for everyone, every day.

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.

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1. Clinical Leadership & Patient Care

- ## 2. Operational Management & Patient Flow

- ### 3. Leadership, Workforce Management & Culture

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- Promotes a culture of safety and continuous improvement.
- Participates in quality improvement activities, audits and service development initiatives.
- Assists in the review of clinical incidents, risk management activities and implementation of corrective actions.
- Supports compliance with National Safety and Quality Health Service Standards and organisational policies.
- Monitors and contributes to achievement of unit and organisational key performance indicators.

- Leads and contributes to designated portfolios and quality initiatives within the ICU.
- Supports evidence-based practice, professional development and lifelong learning.
- Identifies learning needs and facilitates opportunities for staff education and development.
- Participates in research, innovation and practice improvement activities relevant to critical care nursing.
- Contributes to achievement of portfolio-specific goals and service objectives.

- Promotes efficient utilisation of staffing, equipment and clinical resources.
- Identifies opportunities to improve efficiency while maintaining quality patient care.

- Patients and Consumers
- Families and Carers
- Parkville precinct partners
- External healthcare providers

- Current Registered Nurse Division 1 registration with the Nursing and Midwifery Board of Australia (NMBA) via the Australian Health Practitioner Regulation Agency (AHPRA).
- Postgraduate qualification in Critical Care Nursing
- Holds Clinical Nurse Specialist status and has 12 months minimum experience in the ICU team leader role
- Demonstrated advanced clinical knowledge, skills and expertise in intensive care nursing practice.
- Demonstrated experience coordinating patient care and leading clinical shifts within a complex critical care environment.
- Ability to effectively prioritise workload, manage resources and facilitate patient flow.
- Mandatory Police Check, Working With Children's Check & Immunisation Assessment
- Demonstrated leadership potential, with the ability to support, coach and develop nursing staff.
- Proven ability to work collaboratively within multidisciplinary teams and contribute positively to team culture.
- Highly developed communication, interpersonal and conflict resolution skills.
- Experience contributing to quality, education, research, portfolio or service improvement initiatives.
- Demonstrated commitment to ongoing professional development and leadership growth.
- Proven ability to role model professional standards, organisational values and patient and family-centred care.

Demonstrated commitment to achieving high-quality patient outcomes and supporting a safe, positive workplace culture.

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

- 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.

- 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.

- 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.

- 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.

- 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.

- Together, we are committed to fostering an environment where everyone feels respected, safe, and empowered to thrive.

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.

Date _____