

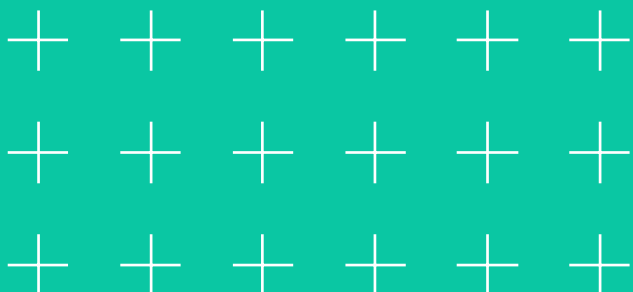
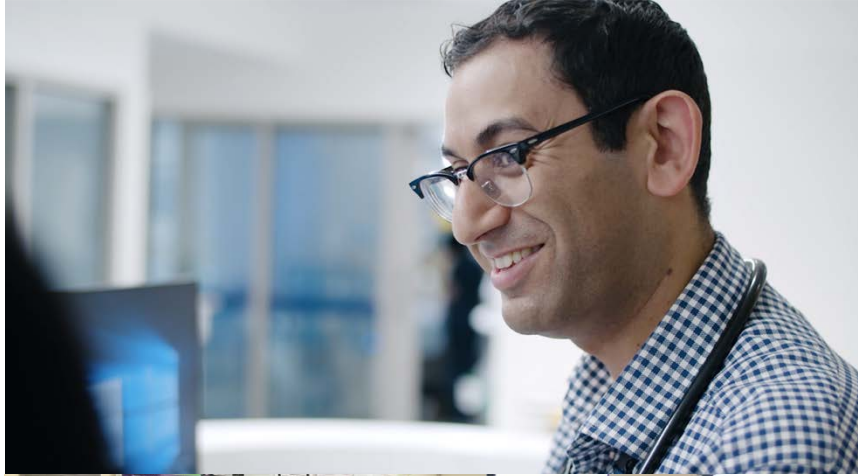


**The Royal
Melbourne
Hospital**

**Advancing
health
for everyone,
everyday.**

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

Life Scientist



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**



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 risk management activities are completed, and incidents are recorded as far as is reasonably practical.
- Design and conduct experiments using vaccine study samples.
- To propagate microorganisms (viruses) for use in serology and other studies
- To propagate and characterize influenza viruses from study participants using molecular and virological techniques such as qRT-PCR, next-generation sequencing (Illumina and Nanopore technologies), TCID₅₀ and plaque assays.
- To characterise and compare antibody responses between type of vaccines and between individuals with different infection and vaccination histories using a range of serological assays. These include hemagglutination inhibition assay, neuraminidase inhibition assay, microneutralization assay, and ELISA.
- To investigate and compare cellular immune responses using flow cytometric analysis and sorting of immune cell-subsets from blood and other tissues of participants enrolled in studies.
- To reverse genetics engineer viruses and introduce point mutations in viruses in order to identify antibody binding regions and immune escape mutations.
- To design and produce recombinant influenza proteins and monoclonal antibodies for studies that investigate how B cells respond to infection or vaccination production.
- To optimize protocols for single cell analysis of gene expression and B cell receptor gene use by influenza reactive B cells. To implement these protocols to understand how different vaccines or vaccine exposure histories shape how B cells respond, and whether immunity is updated when vaccine strains are updated.
- Document samples received, aliquots stored, and results of testing in a consistent and timely manner and maintain detailed and accurate records of all experiments conducted.



KEY RELATIONSHIPS

Internal

- VIDRL staff
- WHO CCRII staff
- Doherty Institute staff
- Internal Collaborators

External

- Collaborators at UoM and other institutions
- External collaborators

KEY SELECTION CRITERIA

Formal Qualifications:

- BSc Hons, majoring in immunology

Essential:

- Proficient in cell culture
- Proficient in virus propagation and titration
- Proficient in serology
- Proficient in molecular biology including next generation sequencing, cloning and expression, site directed mutagenesis, and single cell B cell receptor sequencing
- Proficient in flow cytometry
- Able to help design new protocols or adapt existing protocols based on a sound understanding of immunology and molecular biology
- The successful researcher must be able to contribute effectively as a team member, but have the independence to plan, organise and conduct experiments with minimal supervision.
- Ability to coordinate with other team members to ensure efficient use of shared resources.
- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.

Desirable:

- Excellent scientific writing ability and strong oral communication skills.
- Previous experience with influenza virus research
- Able to use R and manage large data sets

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
- Production of research reagents (recombinant proteins and reverse genetics viruses) and research outputs such as data-sets, figures and tables for manuscripts.



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
