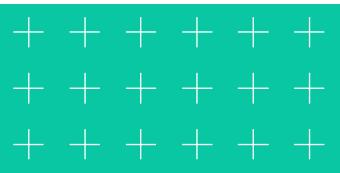


Advancing health for everyone, everyday.

Could this be you?

Join The Royal Melbourne Hospital Team





Position Description
Research 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

People are at the heart of everything

understand how we can make the

most positive difference for them.

we do. We take the time to

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



Lead with Kindness

unique.



Our care and compassion sets
us apart. We lead the way with
a respectful, inclusive spirit —

True excellen
when we work
Melbourne Ho





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:

embracing the things that make us all

- 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: Medical Scientist

Service: Clinical Governance & Medical Services

Location: The Doherty Institute, Melbourne

Reports To: Outreach Coordinator, WHO CCRRI

Enterprise Agreement: Victorian Public Health Sector (Medical Scientists,

Pharmacists and Psychologists) Single Interest

Enterprise Agreement 2021–2025

Classification: Grade 1 or Grade 2 (depending on experience)

Employment Status: Fixed term (12 months)

Immunisation Risk Category: Category A

Date of Review: November 2025

POSITION SUMMARY

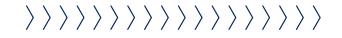
The Victorian Infectious Diseases Reference Laboratory (VIDRL) is a leading Australian infectious diseases reference laboratory located at the Peter Doherty Institute for Infection and Immunity (the Doherty) in Melbourne, Victoria. The Doherty is a joint venture between the Royal Melbourne Hospital and the University of Melbourne. VIDRL provides the Victorian Department of Health with virology, mycology, parasitology and Mycobacteria public health reference laboratory services, including surveillance, outbreak investigations, reference testing and research.

The WHO Collaborating Centre for Reference and Research on Influenza (WHO CCRRI) is part of the VIDRL and is one of only 5 human WHO Collaborating Centres for Influenza globally, forming an important part the WHO Global Influenza Surveillance System.

The primary focus of this position is to support ongoing activities at the WHO CCRRI. This position will contribute to laboratory capacity building and research initiatives at WHO CCRRI to:

- Support the development and delivery of laboratory-based training programs in techniques relevant to detection and characterisation of influenza and other respiratory viruses which are suitable for delivery and on-going use in countries in the Asia Pacific Region and globally.
- Deliver training programs both in the Centre's laboratories and in laboratories in relevant countries.
- Support research programs relevant to the goals of the Centre, with a focus on better understanding the biology of human and avian influenza viruses.
- Contribute to planning of Centre activities and initiatives and the continuing development of a culture of cooperation and enquiry





KEY ACCOUNTABILITIES

- To be able to follow standard SOPs and to develop new SOPs
- To plan and deliver laboratory-based training activities at the Centre, including in-house and overseas training
- To effectively plan and perform research and surveillance activities
- To be proficient in Microsoft Office programs such as Word, Excel, Powerpoint, Access etc.
- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Continue to learn through mandatory training and other learning activities.
- Support and deliver laboratory-based training activities at the Centre, including in-house and overseas training.
- Contribute to research activities undertaken at the Centre
- Undertake molecular and serological surveillance of human and avian influenza viruses
- Perform culture and characterisation of influenza viruses in cells and in eggs
- Peform NGS (Illumina and Oxford Nanopore Technologies) and analysis of sequence data
- To accurately record experimental and surveillance data into both hard and soft copy
- To work effectively in a NATA 15189 accredited laboratory

- Speak up for safety, our values and wellbeing.
- Seek feedback on your work including participation in annual performance discussion.
- Respect that the RMH is a smoke-free environment.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Create a psychologically safe work environment where everyone feels safe to speak up.

KEY RELATIONSHIPS

Internal

- WHO CCRRI staff
- WHO CCRRI management
- VIDRL laboratory staff

External

- Department of Microbiology and Immunology, The University of Melbourne
- Public health, reference and research laboratories in Australia and the Asia-Pacific region, and in other regions
- Western Pacific and South East Asia Regional Offices of the World Health Organization





KEY SELECTION CRITERIA

Formal Qualifications:

Minimum of a BSc(Hons) or equivalent in virology or related discipline

Essential:

- Experienced in virology and molecular biology techniques
- Demonstrated interpersonal skills, including ability to work in multidisciplinary teams and on multidisciplinary committees/working groups.
- Teaching/training experience, including planning and delivery of training workshops
- Strong organisational and record-keeping skills, ensuring accurate tracking and documentation of samples and results
 - High standard of laboratory conduct, demonstrated through good lab citizenship, organisation, cleanliness, and consistent compliance with PC2 laboratory procedures.
- Understanding of and sensitivity to cultural differences and willingness for short-term training placements overseas, including in low/middle income countries.

Desirable:

- Experience working with collaborators in the Asia-Pacific region, including in low/middle income countries.
- Ability to build relationships and work effectively with collaborators in a range of environments, including government, public health laboratories and research organizations.
- Expertise in data management, statistical analysis and bioinformatics.
- Experience with NGS and bioinformatic analyses
- Experience in mammalian cell culture and virus isolation
- Experience with high throughput RNA extraction and gRT-PCR for virus surveillance

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Delivery of laboratory capacity building training to international scientists
- Indicators of research productivity (presentation of data and/or contributions to publications)
- · Ability to perform required tasks in an efficient, timely and accurate manner
- Ability to work individually and to work and contribute positively to the team
- 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, 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

o 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	