



**The Royal
Melbourne
Hospital**

**Advancing
health
for everyone,
everyday.**

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

Grade 1 / 2 Scientist

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.

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

- 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.
- 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.
- Ensure training needs of direct reports are identified and undertaken.
- 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.
- Contribute to organisation-wide and service/division initiatives and planning activities Work in a responsible and efficient manner.
- Manage competing priorities to meet deadlines.
- Display initiative, problem solving and analytical skills, to investigate and resolve issues within the laboratory environment.
- Participate in quality assurance activities.
- Maintain patient confidentiality.
- Participate in the implementation and development of new tests and methods as directed.
- Maintain a customer focused approach.
- Ensure professional competence is retained and expanded by personal continuing scientific education and attendance at both external and internal scientific meetings.

- Experience in Diagnostic Microbiology is essential
- Participation in weekend, evenin, and night shift rosters is required
- Covers all areas of Microbiology including, Bacteriology, Serology and Molecular Microbiology
- Ability to work in a responsible and efficient manner and to manage competing priorities to meet deadlines
- Participate in Quality Assurance activities
- Ensure reports are accurate and completed within the required time frame.
- Participate in the implementation and development of new tests and methods as directed.
- Customer focused approach displaying well-developed interpersonal skills and good oral and written communication skills including the ability to communicate effectively with customers and patients as well as clinical laboratory staff in a manner
- Participate in laboratory presentations within the Microbiology Department.
- Work with relevant pathology staff to deliver services in a timely manner.

Internal

- ## External

- Clinicians
- Clients

Formal Qualifications:

- Bachelor of Science, Applied Science, or equivalent qualification.

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- Experience in a clinical microbiology bacteriology diagnostic laboratory.
- Demonstrated ability to work effectively in a team.
- Recognised scientific training and competence including appropriate knowledge and experience in quality systems, information technology and relevant analytical methods and techniques of diagnostic microbiology.
- Well-developed interpersonal skills.
- Strong written and verbal communication skills.
- Demonstrated professional approach to patient care and confidentiality.
- Proven ability to work cooperatively with pathologists, clinicians, and senior scientists.
- Working with children check

Desirable:

- Experience in Infectious disease serology.
- Experience in Molecular Microbiology.

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.

- **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.

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 _____