



**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

Join The Royal
Melbourne
Hospital Team



Position Description

Medical And 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

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:	Medical And Research Scientist
Service:	Department of Anaesthesia and Pain Management
Location:	City Campus
Reports To:	Director of Anaesthesia and Pain Management
Enterprise Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Interest Enterprise Agreement 2021–2025
Classification:	Grade 3 (RY9 – RZ3 depending on experience)
Employment Status:	Ongoing
Immunisation Risk Category:	Category A
Date of Review:	January 2026

POSITION SUMMARY

The Malignant Hyperthermia (MH) Diagnostic Unit (MHDU) is part of the Department of Anaesthesia and Pain Management. The MHDU provides a comprehensive service to persons who may be at risk for MH.

MH is an inherited condition which manifests during triggering general anaesthesia and can result in significant morbidity and mortality. The MHDU at RMH services the Victorian, South Australian and Tasmanian communities and works cooperatively with other MH testing centres in Australia and New Zealand. The MHDU provides advice and diagnostic options for individuals who are at higher risk for developing Malignant Hyperthermia and advice to clinicians about MH related issues.

This role is that of a Medical Scientist whose core responsibility will be performing in-vitro contracture testing in the context of diagnostic testing for malignant hyperthermia (MH). Additionally, the role will also involve contributions to the DAPM quality assurance program and clinical research.

KEY ACCOUNTABILITIES

For the MHDU

- Maintain stocks of laboratory requisites
- Perform quality assurance testing (EMHG) and be responsible for maintaining the laboratory accreditation.
- Maintain records of MH laboratory diagnostic testing
- Maintaining databases of clinical and testing information pertaining to MH families
- Be a point of contact for external referrals and triage these referrals to the appropriate clinician

- 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
- 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.

For DAPM

- Support and participate in quality assurance programs

KEY RELATIONSHIPS

Internal

- DAPM Director and staff
- Surgical units, surgeons and surgical liaison nurses of units performing MH muscle biopsy
- Perioperative theatre staff, in Day Procedure Unit and main theatres
- Department of Genomic Medicine geneticists, genetic counsellors, nurses
- MHDU clinicians and other staff
- Melbourne Health Pathology staff, including Molecular Pathology

External

- MHDU patients, their families and carers
- MH Test Centres in Australia and New Zealand
- Genetics services in all states of Australia
- Leeds MH Test Centre (EMHG quality assurance) Scientists and pathologists at Victorian Neuromuscular Laboratory Services



KEY SELECTION CRITERIA

Formal Qualifications

- Minimum: BSc(Hons), BBiomed(Hons) or equivalent degree in a related field
- Preferred: Masters or PhD in a related field
- Working with Children Check (WWC)

Competencies:

Essential

- Thorough understanding of general laboratory processes and effective laboratory skills
- General aptitude for problem solving
- Understanding of scientific methodology
- Willingness to learn
- Good communication skills
- Effective computer skills: spreadsheets, word processing, electronic medical records and databases

Highly desirable

- Recent experience with excitable tissue physiology (muscle/nerve)
- Recent experience with genetic testing

Preferred

- Experience in a hospital medical diagnostic setting.

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
- Successful completion of required mandatory training activities, including training related to the National Standards
- Ability to take accountability for all reasonable care to provide a safe working environment within your area of responsibility and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity.



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
