

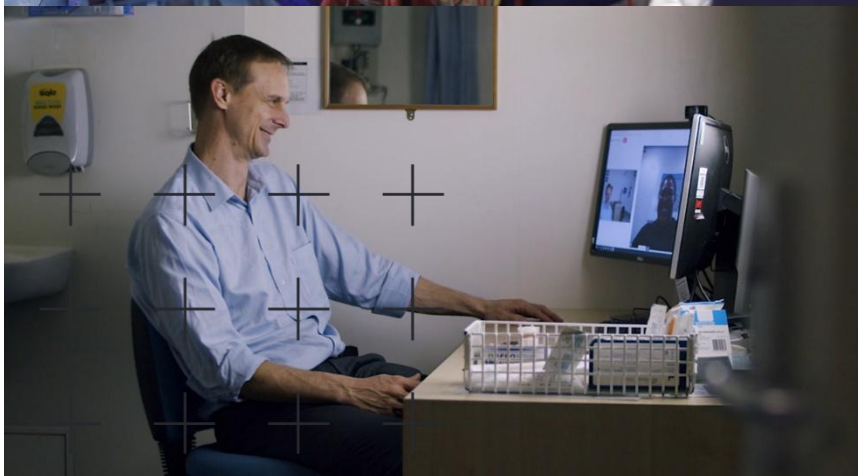


**The Royal
Melbourne
Hospital**

**Advancing
health
for everyone,
everyday.**

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

Clinical Perfusionist

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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The Clinical Perfusionist provides advanced clinical perfusion services and may support leadership, coordination, and ongoing development of the perfusion service. The role is responsible for delivering safe and effective cardiopulmonary support in accordance with organisational standards and the professional requirements of the ANZCP.

- Oversight of equipment, consumables, and clinical processes.
- Contribution to quality assurance, service improvement, and the evaluation and implementation of new technologies.
- Participate in and coordinate appropriate urgent after hours perfusion service coverage, including 24/7 on call roster.
- Supervision and support to trainee perfusionists and contributes to workforce planning and education.
- Delegated management responsibilities, including rostering, operational coordination, and stakeholder liaison.

- 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.
- Deliver advanced clinical perfusion services ensuring safe, effective cardiopulmonary support in line with organisational standards and ANZCP requirements.
- Support operational management of the perfusion service, including equipment readiness, consumables, stock control, rostering, and service coordination.
- Contribute to quality assurance, clinical governance, and continuous improvement initiatives, including evaluation and implementation of new technologies and systems.
- Provide leadership, supervision, and education to trainee perfusionists and contribute to workforce capability and planning (Grade 3).
- Act in the role of Perfusion Manager during periods of leave, ensuring continuity of clinical leadership, service delivery, and stakeholder engagement (Grade 3).
- Contribute to organisation-wide and service/division initiatives and planning activities.
- 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.
- 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.

Internal	External
• Perfusion Manager (direct reporting and delegated operational/clinical leadership support) • Cardiac Surgery Team (surgeons, anaesthetists, and theatre staff) • Cardiothoracic nursing staff, including CNCs and ICU staff • Clinical Engineering / Biomedical Engineering teams • Theatre Coordinators and Perioperative Services • Trainee Perfusionists and broader perfusion team • Pharmacy and Blood Bank services (as required for clinical support)	• Australian and New Zealand College of Perfusionists (ANZCP) for professional standards and development • Equipment and device suppliers/vendors (e.g. ECMO, VAD, perfusion systems) • External service and maintenance contractors for perfusion equipment • Other hospitals and clinical networks (for knowledge sharing, benchmarking, and professional collaboration)

- **Formal Qualifications:**

- ### Essential:

- Desirable:**

- ## 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
- Compliance with ANZCP standards, hospital policies, and clinical governance 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.

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 _____