

Position Description

Position title	Anatomical Pathologist
Department / Division	Anatomical Pathology, Royal Children's Hospital Laboratory Services
Classification	Specialist Year 1 to senior Specialist Year 9 HM33-HM41
Position reports to	Medical Head of Anatomical Pathology
No. of direct & indirect reports	n/a
Location	The Royal Children's Hospital, Flemington Road, Parkville
Risk category	Category A - works in a direct patient contact role and has or potential to have exposure to blood or body fluids.

The Royal Children's Hospital

The Victorian Department of Health has endorsed the initiative to restructure existing public pathology by bringing together laboratories into pathology networks operating under a lead health service. Pathology services from the Royal Children's Hospital, the Royal Women's Hospital, the Peter MacCallum Cancer Centre and the Royal Melbourne Hospital will come together to strengthen the scope, scale and reach of pathology services across the Parkville precinct to benefit all Victorians. This Anatomical Pathologist role will be part of the new centre of excellence that will be led by Melbourne Health. The network will provide new opportunities for training and collaboration across the Parkville hospitals and more broadly across Victoria.

This position is initially to be a 12 month fixed term position with the potential for ongoing subject to meeting performance targets and will be based at RCH which is located within the Melbourne Biomedical Precinct, with more than 45 world-class biomedical organisations and more than 50,000 of the brightest minds working together to make the Precinct number one in the Asia Pacific region for health, education, research, and training. Within this, RCH is also a cornerstone member of the Melbourne Children's Campus, partnering with Murdoch Children's Research Institute, The University of Melbourne Department of Paediatrics and The Royal Children's Hospital Foundation. Each organisation contributes to a paediatric academic health centre which is greater than the sum of its parts.

RCH has cared for the children and young people of Victoria for more than 150 years since it was founded in 1870. A full range of paediatric and adolescent health services are provided plus tertiary and quaternary care for the most critically ill and medically complex patients in Victoria. Tasmania, southern NSW and other states around Australia and overseas. The RCH is the only provider of heart transplant services and CAR T-cell therapy for paediatrics in Australia. RCH is an effective advocate for patients and their families with a particular focus on vulnerable children and increasingly, mental health in young people. The hospital also supports many health promotion and prevention programs. The Hospital has more than 6,000 staff, a budget of \$850M, 12 wards and 350 beds. Annually, the RCH has 300,000+ Specialist Clinic appointments, 90,000+ Emergency Department presentations and 20,000 elective surgeries.

We work collaboratively with hospitals to deliver the right care, in the right place, at the right time. The RCH is committed to the Child Safe Standards <https://www.rch.org.au/quality/child-safety/>.

RCH enjoys high employee engagement and is committed to staff safety and a positive culture through enactment of our Compact.

Further information on RCH is available at www.rch.org.au

ROLE PURPOSE

In consultation with the Department Head and other pathologists, be responsible for the provision of expert paediatric anatomical pathology services to the Royal Children's Hospital as part of a precinct-wide Melbourne Health-led pathology service and to external organisations and develop a sound foundation in paediatric anatomical pathology.

KEY ACCOUNTABILITIES

Contribute to all aspects of the diagnostic service as a member of the Anatomical Paediatric Pathology Team.

- Be responsible for the efficient and accurate reporting of biopsies in a timely manner.
- Participate in clinicopathological meetings and be available for consultation on clinical problems under supervision by the Department Head or deputy.
- Participate in and contribute to review of departmental quality assurance activities and maintain Continuing Professional Development activities relevant to scope of practice.
- Participate in training programs for registrars.
- Lead by example within the discipline of Anatomical Paediatric Pathology to actively promote professional development, communication and a strong customer focus.
- Participate in the department on call roster as required.

QUALIFICATIONS AND EXPERIENCE

Essential:

- Eligible for full registration as a Specialist Medical Practitioner with the Australian Health Practitioner Regulation Agency.
- Fellowship of the Royal College of Pathologists of Australasia or equivalent to qualify for APP status.
- Experience and training in the discipline of Anatomical Pathology.
- Experience and/or an interest in formally developing skills in paediatric anatomical pathology.

Desirable:

- Experience working in a tertiary/quaternary level care public hospital.

KEY SELECTION CRITERIA

- Ability to balance sometimes competing and conflicting priorities.
- Well-developed time management and prioritising skills.
- A professional demeanour in both the clinical and diagnostic setting.
- Ability to work collaboratively within a multidisciplinary team.
- Ability to work autonomously when required.
- Well-developed interpersonal and professional skills to facilitate communication with colleagues and families.

OTHER REQUIREMENTS

- Employees are required to undertake a National Criminal Record Check and a Working with Children Check prior to commencing employment
- Employees are required to maintain a valid Working with Children Check throughout their employment
- A current, full driver's licence for the State of Victoria which is appropriate for the type of vehicle being driven, and comply with any restrictions on their licence (e.g. wearing glasses) while undertaking hospital duties (If applicable)
- Employees are required to maintain compliance with RCHs "Staff Immunisation - Prevention of Vaccine Preventable Diseases" procedure.

IMPORTANT INFORMATION

All employees are required to adhere to the Royal Children's Hospital Values:

- Curious - We are creative, playful and collaborative
- Courageous - We pursue our goals with determination, ambition and confidence
- Inclusive - We embrace diversity, communicate well, build connections and celebrate our successes together
- Kind - We are generous, warm and understanding

RCH COMPACT

All new and existing employees commit to the RCH Compact to contribute to a strong and respectful culture.

- We do better work caring for children and families when we also care for each other
- I bring a positive attitude to work – I share, I laugh, I enjoy other's company
- I take responsibility for my behaviour and its impact on others
- I am curious and seek out ways to constantly learn and improve
- I celebrate the good stuff, the small stuff, the big stuff – it all matters
- I speak up when things aren't right
- I value the many different roles it takes to deliver great patient care
- I actively listen because I want to understand others and make better decisions
- I am inclusive and value diversity
- When it comes to teamwork, I don't hold back – I'm all in

QUALITY, SAFETY AND IMPROVEMENT

RCH employees have a responsibility and accountability to contribute to the organisation's commitment to Quality, Safety and Improvement by:

- Acting in accordance and complying with all relevant Safety and Quality policies and procedures
- Identifying risks, reporting and being actively involved in risk mitigation strategies
- Participating in and actively contributing to quality improvement programs
- Complying with the requirements of the National Safety & Quality Health Service Standards
- Complying with all relevant clinical and/or competency standards
- Complying with the principles of Patient and Family Centred Care that relate to this position

The RCH is committed to a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people from culturally and/or linguistically diverse backgrounds, all members of the LGBTQI community and people with disability.

Position description last updated	August 2026
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