

Position Description

Position Title	Medical Scientist, Grade 2 - Microbiology		
Department / Division	Division of Operations, Department of Laboratory Services		
Classification	Grade 2 Year 1 – Year 4 (RY4 – RY7)	Employment Status	Full time, ongoing, rotating roster covering all shifts including weekends and public holidays. Full on-call participation required.
Position reports to	Principal Scientist, Microbiology		
Location	The Royal Children's Hospital, Flemington Road, Parkville		

The Royal Children's Hospital

The Royal Children's Hospital's (RCH) vision is to be a great children's hospital – delivering Great Care, Everywhere.

RCH 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

The Microbiology Laboratories, within the Department of Laboratory Services, provide a comprehensive, high quality diagnostic microbiological service to both the Royal Children's Hospital and the Royal Women's Hospital.

The Grade 2 scientist in Microbiology is responsible for performing routine diagnostic microbiological testing within any of the microbiology laboratories including Bacteriology, Microbial Serology and Molecular Microbiology.

Duties may include rotating rosters, including on call, depending on the service needs of the department as directed by the Principal Scientist and Senior Scientists.

KEY ACCOUNTABILITIES

Laboratory

- Perform routine and specialized microbiological diagnostic laboratory tests, including validation and reporting, after appropriate training.
- Perform routine maintenance and basic troubleshooting on automated and manual instrumentation and equipment.
- Participate in overall laboratory upkeep and preparation of stock reagents.
- Active participation, in laboratory roster covering all shifts, including day, evening, weekend & public holiday shifts and on call roster as per specific laboratory requirements.
- Participate in internal and external Quality Assurance Programs
- Assist Senior Scientist in supervision of the laboratory
- Participate in evaluation and review of technical methods and equipment.

Training, Education, Research and Development

- Attend, participate in and successfully complete training provided by the department and the hospital as directed by senior staff.
- Participate in departmental continuing education program/s.
- Assist in staff training and competency assessments
- Implement initiatives in consultation with the Principal Scientist/ Senior Scientist to provide continuous improvements for the laboratory.
- Participate in research and development projects under the supervision of senior staff

Communication and Teamwork

- Work in a team environment to assist in achieving the service goals and priorities of the laboratory.
- Ensure adherence to hospital confidentiality policy.
- Demonstrate support for the RCH Compact.

Key Performance Indicators

- Ensure the performance of any duties is carried out according to the policies, procedures & technical methods as documented in the Laboratory Services Quality System.
- Ensure any projects assigned by the Senior or Principal Scientist are completed within an agreed timeframe.
- Ensure all duties are carried out in a team environment with respect for other members of the team

QUALIFICATIONS AND EXPERIENCE

Essential

- Bachelor of Applied Science (Medical Laboratory Science), Bachelor of Biomedical Science (Laboratory Medicine) Bachelor of Science with a major in Microbiology or equivalent where 'equivalent' includes a degree awarded by an overseas tertiary institution which is recognised by the Federal Department of Education and Training which in the case of Medical Scientists in the Australian Institute of Medical Scientists (AIMS) is mandatory.
- Qualify for professional scientist membership of the Australian Institute of Medical Scientists (AMS), or the Australian Society for Microbiology.
- Post graduate experience (preferably more than 5 years) working in a diagnostic pathology laboratory in microbiology appropriate to specific discipline.

Desirable

- Demonstrated knowledge of or experience within a paediatric and/or obstetrics/gynaecology diagnostic
- Knowledge of ISO15189 and its application to medical testing
- Higher degree or undertaking study to attain a higher degree

KEY SELECTION CRITERIA

- As per Qualifications & Experience plus:
- Demonstrated relevant technical skills & knowledge
- Must be available and demonstrated flexibility in being rostered to work rotational shifts, and regularly participate in on-call duty.
- Well-developed interpersonal skills with the ability to work individually and also as a team member
- Strong organisational and time management skills with ability to prioritise workloads and balance sometimes competing and conflicting priorities
- Quality focussed with a systematic approach to work
- Demonstrated commitment to continuing education
- Evidence of a client focussed and professional demeanour in the workplace.

IMPORTANT INFORMATION

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

- Unity - We work as a team and in partnership with our communities
- Respect - We respect the rights of all and treat people the way we would like them to treat us
- Integrity - We believe that how we work is as important as the work we do
- Excellence - We are committed to achieving our goals and improving outcomes

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, all members of the LGBTQI community and people with disability.

Position description last updated

21 September 2022

