



Position Description

Position title	Medical Scientist
Department / Division	Laboratory Services- RWH Core Laboratory/ Division of Allied & Digital Health
Classification	Grade 1 Year 2 – Grade 1 Year 7 (RX2-RX7)
Position reports to	RWH Core Laboratory Senior Scientist
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 Royal Children's Hospital's (RCH) vision is A world where all kids thrive.

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
Responsible for the performance of laboratory duties (Specimen Reception, Haematology/Blood Bank, and Biochemistry) as directed by the RWH Core Laboratory Senior Scientist through the Senior Scientists.

Ensure that the performance of any duties is carried out according to the policies, procedures & technical methods as documented in the Laboratory Services Quality System.

The role is required to be performed at The Royal Women's Hospital and The Royal Children's Hospital.

KEY ACCOUNTABILITIES

- Perform diagnostic laboratory tests, including validation and reporting after appropriate training and follow techniques and procedures documented in laboratory manuals and Quality System Standard (ISO 15189-2013)
- Contribute to consistently meet benchmark Turn Around Times (TATs) established for the laboratory
- Perform quality control testing and follow-up non-conformances as documented
- Participate in Quality Assurance Programmes as directed
- Perform preventative maintenance of haematology /biochemistry/ blood bank equipment as trained and directed
- Identify, trouble shoot and report any instrument malfunction to senior staff
- Work in Specimen Reception
- As directed maintain consumables stock to ensure continuity of testing
- Complete training and competency programmes within specified timeframes as identified at annual performance review and as required
- Participate in quality improvement processes using the 'OFL' and 'VHIMS' reporting systems in accordance with the Quality Management System
- Participate in research and development projects under the supervision of senior staff as required.
- Participate in departmental continuing education program/s
- Implement initiatives in consultation with the Principal Scientists/ Scientist in Charge to provide continuous improvements for the laboratory.

QUALIFICATIONS AND EXPERIENCE

Essential:

- Bachelor of Applied Science (Medical Laboratory Science) or Bachelor of Science or equivalent is mandatory. Where "equivalent" includes a degree awarded by an overseas tertiary institution which is recognised by the National Office of Overseas Skills Recognition, which in the case of Medical Scientists is the Australian Institute of Medical Scientists (AIMS)

Desirable:

- Major in haematology/ blood bank is highly desirable
- Previous experience in working in a diagnostic pathology laboratory is highly desirable
Knowledge of ISO15189 and its application to medical testing is advantageous.

KEY SELECTION CRITERIA

- Demonstrated relevant technical skills & knowledge
- Demonstrated experience in the operation and maintenance of Biochemistry/ Haematology/ Blood bank instrumentation (Vitros XT 7600, Adiva 2120i and Ortho Vision analysers)
- Well-developed interpersonal skills with the ability to work individually and part of a team
- Professional manner in interaction with work colleagues and internal and external clients
- Quality focussed with a systematic approach to work
- Demonstrated ability to prioritise, multitask and cope with emergency situations

- Demonstrated ability to adjust with continuous change
 - Willingness and ability to participate in the required 24/7 roster, including weekends and on-call (inherent requirement of the role)
 - Commitment to professional development
- Demonstrable ability to use common computer software

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	December 2025
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