

Expressions of Interest

“Genomics Immersion Program” Registrar

Job ad reference:	GHQ-EOI-2025-1		
Location*:	Herston (RBWH)	Unit/Department:	Genetic Health QLD
Status:	Full-time (temporary or seconded term, 3-6 months)	Classification:	L4 – L7 (PHOS) L4 – L9 (Reg)
Position:	Registrar (basic trainee or advanced trainee)	Closing Date:	30/04/2025
Contact name:	Dr. Chris Richmond	Contact number:	07 3646 1686
Email EOI to:	chris.richmond@health.qld.gov.au		

*Please note: there may be a requirement to work at other facilities located across Metro North Health, or attend outreach in other H&HS.

Genomic medicine has expanded considerably in recent years and has important applications in all medical specialties. Targeted genomic education & training of clinicians has been identified as a core component of implementation of genomics in routine healthcare. Following the success of the ‘Genetics Immersion Program’ pilot in 2023, Genetic Health QLD (GHQ), in partnership with QLD Health’s Office of Research and Innovation (ORI), is excited to receive expressions of interest from clinicians undertaking training in non-genetic specialities to complete a 3 month funded project term within the statewide clinical genetics service.

Integrated placement of a medical or surgical trainee within a clinical genetics service will permit cross-disciplinary education and upskilling, development of specialty-specific testing and referral pathways. It is hoped that completion of such a term will create embedded genetic champions within medical specialties, building genomic literacy and capabilities across the health service.

Successful applicants will:

1. undertake supervised genetics clinics relevant to their speciality & level of training; and
2. contribute and/or participate in research by developing a clinical pathway, work instruction or project to return to their host department or speciality; and
3. evaluate and reflect on their genomic confidence through pre- and post-term questionnaire and feedback

There is some flexibility regarding start date, term duration and FTE, however **clinical placements will occur between August 2025 and March 2026.**

About Genetic Health QLD

Genetic Health Queensland (GHQ) is the state-wide clinical genetics service in Queensland, Australia. GHQ clinicians (including clinical geneticists, genetics advanced trainees and genetic counsellors) are based within Metro North HHS and deliver a statewide service in general and cancer genetics. GHQ clinicians provide assessment and counselling for individuals and families with a known or suspected genetic condition, and support other clinicians in non-genetic specialities when a genetic condition is considered. GHQ provides a combination of face-to-face and telehealth clinics across the lifespan, ranging from prenatal diagnosis and counselling, diagnostic assessment in adults and children, and family counselling and risk assessment. We engage in multidisciplinary clinics at RBWH, PAH and QLD Children’s Hospital and attend regional outreach clinics in Cairns, Townsville, Mackay, Bundaberg, Sunshine Coast, Toowoomba and Gold Coast. GHQ clinicians are passionate about research and have a shared vision of improving access to individualised genomic healthcare and maximising genomic capabilities across the health workforce through collaboration, education and mainstreaming initiatives.

About Metro North

Metro North Hospital and Health Service (Metro North HHS) is an independent statutory body overseen by a Hospital and Health Board. It is the largest of 17 Hospital and Health Services in the Queensland Public Health system. It covers an area of 4157 square kilometres and serves a population approaching 900,000 people. Metro North HHS is unique in its composition in that two of its five hospitals are tertiary facilities that provide statewide super specialty services such as Heart and Lung Transplantation, Burns, and Clinical Genetics services.

Metro North HHS has committed to deliver the priorities of the Government's *Blueprint for Better Healthcare in Queensland* and will ensure that:

1. Health services will be focussed on patients and people – patients will be connected to their high-quality care
2. The community and health workforce are empowered
3. Queenslanders will experience value in health services delivered through a connected Hospital and Health Service that is sustainable and efficient
4. Investment, innovation and planning for the future will place Metro North HHS as a world leader in health care delivery, research and education.

To achieve the above strategic goals, Metro North HHS employs leaders who demonstrate the following characteristics and behaviours:

- Effective communication
- Collaboration and cooperation
- Innovation
- Teamwork
- Integrity and respect
- Professionalism

About the Role

Context and Funding

The Genomics Immersion Program has project-specific funding through the Office of Research and Innovation. Successful applicants will be appointed as QLD Health / Metro North employees for the duration of their term, with remuneration comparable to their level of training (or current award if existing QLD Health employees). It is intended that existing QLD Health employees may apply for release or secondment from their home departments / Hospital & Health Service, however applications for fractional FTE may be considered.

This program is intended for clinician trainees (registrars, fellows) who are interested in gaining genomic skills and confidence within their current specialty, and is not intended for applicants interested in pursuing advanced training in Clinical Genetics. This term cannot be accredited toward clinical genetics advanced training, but may meet college-specific requirements for non-core training within the applicant's base specialty. It is recommended that the trainee discuss any queries with their current educational supervisor and relevant college body.

Purpose of the role

- To provide opportunities for training clinicians to upskill in genetics and genomics as relevant to their training specialty
- To promote genomic upskilling, mainstreaming and the concept of embedded genetics champions within the health service
- To promote development of clinical pathways and testing guidelines to inform competent specialty-specific genetic healthcare
- To promote cross-specialty collaboration in genetics and build enduring partnerships with clinical teams

Key Accountabilities

This successful applicant will carry out the following *key accountabilities* in accordance with the Metro North Health's *core values*:

- Attendance at a variety of clinical genetics clinics with supervision by a clinical geneticist
- Working with and supporting existing genetics trainees, gaining exposure to core genetics competencies (facilitating genetic testing, consent, supporting triage, ward consultation and addressing on-call queries)
- Completion of an approved project during the appointed term duration*
- Participation in questionnaires, feedback and self-reflection regarding genomic confidence during the appointed term
- Participation in departmental meetings (dysmorphology, case review, genomics, relevant specialty meetings)
- Working within and communicating effectively with a team of geneticists, trainees, genetic counsellors, laboratory staff and administrative support staff

*It is expected that successful applicants undertake a specialty-specific project appropriate to level of training and term duration. This might include audit, process document (guiding referral, assessment or genetic testing) or case report/series for publication, as relevant to their base specialty. On completion of the term, it is hoped that clinicians will return to their training program or host department and become an embedded genetic champion.

How your application will be assessed

Expressions of interest will be considered based on merit and track record of the applicant and alignment of the proposed project with the vision/goals of the term described under '*Purpose of the Role*' above.

Applications will be considered for medical/surgical trainees:

- holding current medical registration within Australia; and
- are a current or recent QLD Health Employee; and
- who are working in Queensland in an accredited training position within a recognised specialty training program (including but not limited to RACP, RACS, RANZCOG, RACGP, ACEM, ACRRM, ACD, RANZCP)

EOIs will be reviewed by a team of GHQ clinicians and shortlisted for interview. The successful application will:

- describe your current clinical context and interest in genetics/genomics
- describe an intended project achievable during your appointment/secondment, or with a clear plan for sustainability beyond your appointment (as outlined under 'Key Accountabilities')
- describe your vision for genomic healthcare within your training specialty
- indicate any support from your existing department or specialty in pursuing this appointment/secondment

How you will be assessed

You will be assessed on your ability to demonstrate the following Metro North *core values* within the context of the "Key Accountabilities" listed above. The ideal applicant will be able to demonstrate the following:

- **Respect** – demonstrates interpersonal savvy, manages conflict appropriately, communicates effectively and balances the needs of all stakeholders with utmost respect to all people at all times.
- **Teamwork** – collaborates effectively, develops talent, values differences and builds effective teams to bring about best use of resources to deliver healthcare services.
- **Compassion** – is patient / client focussed, demonstrates self-awareness and the effects of behaviour on others, deals with or manages ambiguity and complexity, demonstrates resilience in the delivery of patient services or support in the delivery of services to patients.
- **High Performance** – cultivates innovation, is action oriented, drives results and supports Metro North Health's vision and purpose to exceed expectations of our patients and stakeholders.
- **Integrity** – demonstrates sound decision quality, ensures accountability, demonstrates courage in the face of adversity and works effectively / manages complexity to ensure work output and decisions are ethical and invariably of a high standard.

Mandatory qualifications/professional registration/other requirements

- Appointment to this position requires proof of qualification and medical registration

- Certified copies of the required information must be provided to the appropriate supervisor/manager prior to the commencement of clinical duties.
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment ([Health Employment Directive No. 01/16](#)):
 - Measles, mumps, rubella (MMR)
 - Varicella (chicken pox)
 - Pertussis (whooping cough)
 - Hepatitis B
 - Tuberculosis
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against COVID-19 ([Health Employment Directive No. 12/21](#) and [Queensland Health Human Resources Policy B70](#)).

How to apply

Please provide the following information to the panel to assess your suitability:

- 1. Expression of Interest - A short personal statement & project vision (maximum 2 pages):** Formulate your response to the dot points listed under “*How your application will be Assessed*” within the context of the “*Key Accountabilities*” and “*Purpose of the Role*”. Please indicate your proposed term duration (3-6 months) and any existing commitments which may affect your ability to undertake the term (and how you intend to address these).
 - 2. Your current CV, including two referees:** You must seek approval prior to nominating a person as a referee. Referees should have thorough knowledge of your work performance and conduct, and it is preferable to include your current/immediate past supervisor with a comment regarding their support or otherwise of your application (or secondment for current QLD Health Employees). By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel.
- Email your EOI and CV to chris.richmond@health.qld.gov.au by the closing date.
 - Please note that hand delivered applications will not be accepted.
 - Only those persons eligible to work in Australia may be employed by Metro North Health. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia prior to formal appointment.
 - Late applications cannot be considered.

Our Vision

Excellent healthcare, working together, strong and healthy communities.

Delivering outstanding health services is just one of the ways that we care for our community. Our passion for people is reflected in the way we do our work and live our values every day. We value and nurture our team members so they can provide quality value based care to our patients across our diverse organisation. Our focus on Value Based Healthcare means we expect our staff to deliver the care the patient needs, no more and no less, to achieve the best quality of life for our community. This passion fuels our collaborative culture of innovation and research.

We embrace the diversity of local and greater communities as we provide services to people throughout Queensland, northern New South Wales and the Northern Territory, in all major health specialities including medicine, surgery, mental health, cancer care, trauma, women’s and newborn care, and more than 30 sub-specialities. Metro North Health services include rural, regional and tertiary hospitals, and community and oral health services.

Our diverse Health Service provides a wide variety of rewarding career paths across our tertiary/quaternary referral hospitals, secondary hospitals, community health centres, residential and extended care facilities and regional community hospitals. We expect our staff and volunteers to translate our values into action through providing high quality connected care that is relevant, efficient and respectful of our patients’ needs and wishes. Our people are passionate about our community and patients, with a focus on putting people first. Come and work where people are at the centre of everything we do and your contribution is truly valued.

Please visit our website for additional information about Metro North Health. <http://metronorth.health.qld.gov.au/>

Metro North Health Values and their corresponding Lominger™ competencies:



Respect

- Interpersonal savvy
- Manages conflict
- Communicates effectively
- Balances stakeholders



Teamwork

- Collaborates
- Develops talent
- Values differences
- Builds effective teams



Compassion

- Customer / patient focus
- Demonstrates self-awareness
- Manages ambiguity
- Being resilient



High performance

- Cultivates innovation
- Action oriented
- Drives results
- Drives vision and purpose



Integrity

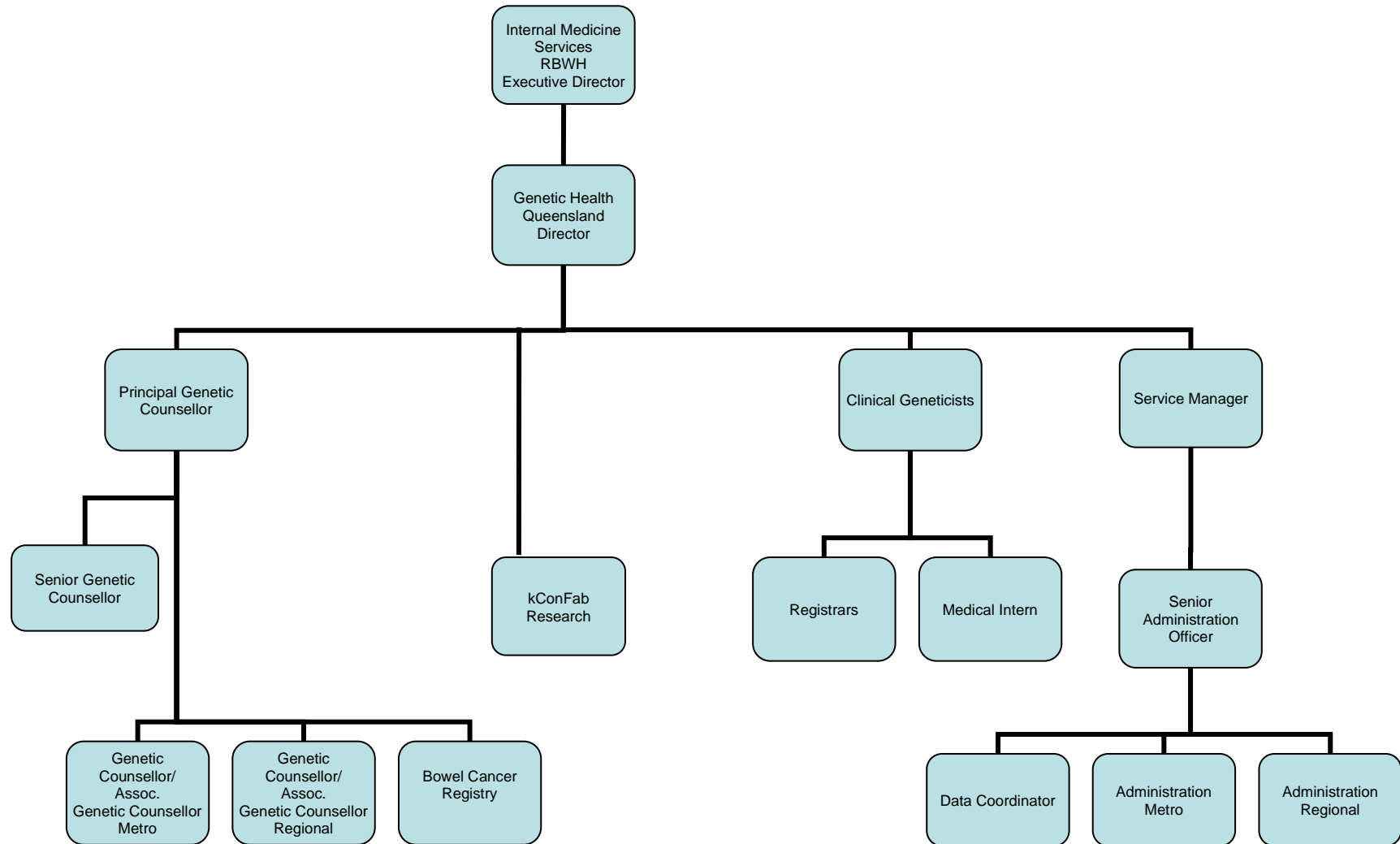
- Decision quality
- Ensures accountability
- Courage
- Manages complexity

Find out how Metro North Health uses the [Lominger™ Leadership Framework](#) to underpin our recruitment, on-boarding, performance support and staff development systems.

Context and Delegations

- This role reports directly to the Clinical Director of Genetic Health QLD.
- This role has a professional reporting line to Chief Medical Officer and Director Medical Services, RBWH
- This role will work directly with other team members from administration, genetic counselling and medical streams.

Team Structure



Diversity and Inclusion

We are committed to providing a diverse and inclusive workplace for our people and our community. We encourage people of all genders, races, ages and abilities to apply for roles within Metro North Health and strive to ensure that our workplace is free from all forms of discrimination and harassment.

As an Equal Employment Opportunity (EEO) employer we ensure that our selection processes and employment decisions are undertaken in a non-discriminatory way and are consistent with the requirements of the Anti-Discrimination Act 1991. If there are any reasons that you may have challenges with the recruitment process, please let us know when we contact you.

Work Health and Safety

We are committed to *Putting People First* to provide better healthcare. This commitment includes a dedicated *People Focussed Safety* culture.

This culture commits to the health, safety and wellbeing of staff, volunteers and other persons, through the provision of a dynamic and comprehensive Health and Safety Management System (HSMS). The HSMS provides for proactive safety initiatives, early injury management practices with a strong focus on a safe and durable return to work.

The provision of a Health and Safety environment within Metro North Health is everyone's responsibility.

Safety and Quality

Relevant to the position, staff participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards 2nd Edition and the Australian Council on Healthcare Standards (ACHS).

Vaccine Preventable Diseases (VPD) Requirements ([Health Employment Directive No. 01/16](#))

It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment:

- Measles
- Mumps
- Rubella
- Varicella (chicken pox)
- Pertussis (whooping cough)
- Hepatitis B

Further vaccinations may be required due to particular risks for a role; examples include:

- Hepatitis A – Workers in regular contact with untreated sewerage
- Q Fever – Research or Laboratory staff regularly handling specimens

All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

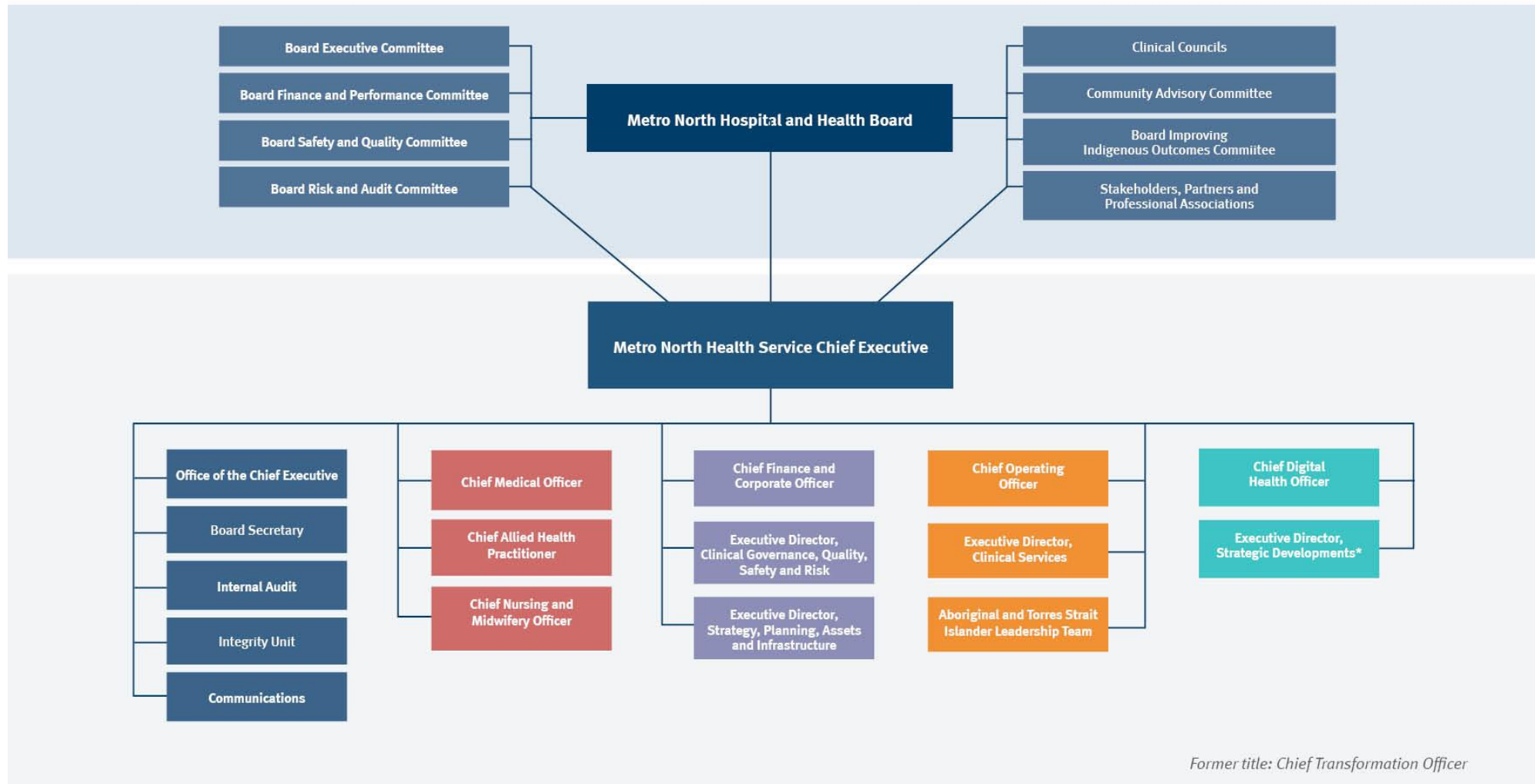
Existing staff that are engaged prior to 1 July 2016 are **not subject** to this condition of employment unless they apply for a role with VPD requirements that is with a different Queensland Health entity (i.e. one Health Service to another Health Service, Department of Health (DoH) to a Health Service, or Health Service to DoH).

Additional Information

- Applications will remain current for 12 months or for the duration of the vacancy.

- Future vacancies of a temporary, full time and part time nature may also be considered through this recruitment process.
- Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids must be immunised against Hepatitis B according to the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines.
- Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt. Roles providing services to National Disability Insurance Scheme (NDIS) participants require an NDIS worker screening check.
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role.
- Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at:
<http://www.psc.qld.gov.au/publications/assets/policies/lobbyist-disclosure-policy.pdf>
- Employees who are appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2
<https://www.health.qld.gov.au/system-governance/policies-standards/doh-policy/policy/qh-pol-197.pdf>
- All relevant health professionals, who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.

Metro North Health Executive Structure



Effective date: 11/2021