

RBWH RMO 2026 Campaign selection process

Junior House Officer and Senior House Officer

The Royal Brisbane & Women's Hospital (RBWH) is committed to ensuring fairness, transparency and equity in the recruitment and selection of junior house officers (JHOs) and senior house officers (SHOs). We aim to promote a culture of merit-based and values-based recruitment for these positions, where selection is based on an applicant's ability to perform the work. A merit-selection and values-based process ensures we choose the best people for the job.

Annual Queensland Health RMO Recruitment Campaign Applications

Opens: 09:00am AEST Monday 2 June 2025

Closes 03:00pm AEST Monday 30 June 2025

To be considered for a JHO or SHO rotational position at the RBWH applicants must:

1. Select RBWH as your first preference facility. This includes in the re-preference round.
2. Have two (2) valid referee reports available via the RMO Campaign. Your nominated referee will automatically receive an online email request to complete the report. Once completed, it will be available for recruiters through the RMO Campaign. It is the candidate's responsibility to follow up on outstanding referee reports. Referees should be able to adequately comment on your recent performance in the workplace.

Candidate Re-preference Round (Friday 29 August to Monday 1 September)

Candidates who apply for Principal House Officer (PHO) and/or Registrar positions and who are yet to be offered a position during Recruitment Round One can amend their position and facility preferences i.e., JHO, SHO, PHO or Registrar, during the re-preference round.

If you want to be considered for a JHO/SO rotational position at the RBWH in Recruitment Round Two you must select this position as your first preference during the re-preference round.

Assessment and selection process

- Applications compliant with steps 1-3 (above) will progress to assessment round.
- Complete applications will be assessed in accordance with the RBWH Medical Pool merit selection criteria and values based.
- Offers will be released to preferred candidates until the nominated target is reached.
- Notification of selection or non-selection will be advised by email. A letter of offer will be forwarded to the successful candidate once the pre-appointment and employment screening compliance has been met in accordance with QH Policy B1, B40 and B46.



What we're looking for?

We are looking for well-rounded applicants who can demonstrate their ability to perform the functions of the house officer role (see role description) in line with the Metro North values. So, make sure you share with us your previous work experience and achievements. For example:

- Employment
- Education
- Teaching
- Research
- Leadership/Volunteer/Community services and activities
- Quality improvement
- Professional development
- Awards, scholarships, and prizes



Curriculum Vitae (CV)

When completing your CV for the annual QH RMO Campaign, we strongly encourage you to use the QH CV Template provided on the RMO Campaign. Please feel free to modify the template to add extra information.

Referee Report

Two referee reports are mandatory for all medical officer appointments. Your nominated referees will automatically receive a link, from the RMO Campaign, to complete an online report. Please make sure that you enter the correct email address and that your referee completes the report by **Sunday 24 August**. You should receive a confirmation email from the RMO Campaign when your referee has completed the report.

You can find information regarding application documents here: [RMO and Registrar application documents | Queensland Health](#)