

Position Description

Position Title: Medical Physicist

Classification:	Medical Physicist - G3 Y1-Y4 (FF9-FF12)
Business unit/department:	Department of Radiology
Work location:	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/> Royal Talbot Rehabilitation Centre <input checked="" type="checkbox"/> Other <input checked="" type="checkbox"/> (as required)
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
Employment type:	Full-Time
Hours per week:	40 hrs (38 + ADO)
Reports to:	Director, Department of Radiology
Direct reports:	Radiology Principal Medical Physicist
Financial management:	Budget:
Date:	March 2026

Austin Health acknowledges the Traditional Custodians of the land on which we operate, the Wurundjeri Woi Wurrung People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Position purpose

The Radiology Medical Physicist's provide hospital-wide radiation safety oversight and delivers expert medical physics services to the Radiology Department, CT-AH laboratory, and operating theatres. The role encompasses all aspects of diagnostic imaging medical physics, including the establishment, implementation, and maintenance of the Radiology Department's quality assurance programs. Working under minimal supervision from the Radiology Principal Physicist, and as part of a small, motivated team of medical physicists, the incumbent will actively contribute to clinical service delivery, optimise imaging and radiation practices, and provide supervision, mentoring, and support to junior medical physicists, ensuring safe, effective, and compliant use of ionising radiation across Austin Health.

About the Directorate/Division/Department

The Radiology Department at Austin Health provides a comprehensive range of diagnostic imaging and interventional services across multiple hospital sites. The Department is committed to delivering high-quality, patient-centred care, incorporating advanced imaging technologies and evidence-based practices. With a strong focus on innovation, safety, and continuous improvement, the Department plays a critical role in supporting clinical decision-making, patient diagnosis, and treatment across a broad spectrum of medical specialties.

Position responsibilities

Under the direction of the Radiology Principal Physicist and Radiation Safety Officer (RSO), the Medical Physicist in Radiology will:

1. Support Radiology Equipment Quality Control and Radiation Safety Programs:

- Assist in overseeing the Radiology Department's quality control system and hospital-wide Radiation Safety Program.
- Support the Principal Medical Physicist and RSO in all duties pertaining to radiation protection and medical physics.
- Establish cost-effective routines to minimise real or potential radiation hazards for patients, staff, and visitors.
- Coordinate the development and implementation of a hospital-wide radiation safety management system.
- Assist the Department in meeting relevant accreditation and regulatory requirements (e.g., DIAS, RANZCR/NATA, Victorian regulatory standards).
- Aid in optimising the diagnostic information obtained from patient procedures and undertake patient dose surveys, providing recommendations to ensure doses are as low as reasonably practicable and benchmarked against national Diagnostic Reference Levels.
- Liaise with senior radiographers to establish and maintain quality control programs for imaging and specialised equipment.
- Undertake research, development, and scientific evaluation of new diagnostic modalities.
- Provide specialist modality support including preparation and evaluation of tenders, installation, and acceptance testing of imaging systems.
- Perform individual dose estimates and shielding calculations as required.
- Conduct compliance testing of imaging equipment according to Victorian regulatory requirements.
- Occasionally move heavy equipment and associated hardware as required during testing, installation, or maintenance.
- Work outside standard hours, including early mornings or late evenings, to test X-ray machines or other imaging systems as needed.

2. Support Operations, Education, Training, and Research Functions:

- Optimise operational effectiveness and efficiency of equipment use and information workflows within and external to Radiology.
- Participate in the Department's educational programs, instructing radiographers, technologists, registrars, and interns in radiation safety, medical physics, image processing, and statistics.
- Assist in scientific analysis of research data and contribute to preparation of presentations and publications.



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future

3. Supervision and Mentorship:

- Provide supervision and mentorship to Grade 1 and 2 medical physicists as appropriate.
- Act as clinical supervisor for medical physicists enrolled in the ACPSEM Training Education and Assessment Program (TEAP).

4. Radiation Safety Leadership:

- Serve as Austin Health Deputy Radiation Safety Officer and act as Radiation Safety Officer when required.

5. Performance, Confidentiality, and Compliance:

- Participate in Austin Health's annual Performance Review and Development (PRD) program.
- Maintain confidentiality of all patient, staff, and organisational information, and seek prior authorisation for public statements relating to Austin Health.
- Participate in emergency incident response activities as directed.
- Maintain an understanding of responsibilities for patient safety, quality, and risk, contributing to organisational quality and safety initiatives.

Selection criteria

Essential skills and experience:

- Demonstrated commitment to Austin Health values: Integrity, Accountability, Respect, and Excellence.
- Proven ability to work independently and collaboratively, with strong intuitive and problem-solving skills.
- Experience in managing and participating in Quality Improvement programs.
- Sound knowledge of medical imaging technology and the principles and practice of radiation safety as applied to medicine.
- Understanding of Victorian, Australian, and International Standards and Codes of Practice relevant to medical radiation safety.
- Experience using sophisticated dosimetry equipment.
- Experience in calculating individual patient doses and performing shielding calculations.
- Proficiency in MS Office applications.
- Ability to prioritise tasks effectively in a dynamic clinical environment.
- Excellent written, verbal, and interpersonal communication, including negotiation skills.
- Self-motivated with the ability to work under minimal supervision.
- Flexible work ethic, including willingness to work outside standard hours as required.
- Experience in tutoring, teaching or radiation safety presentations

Desirable but not essential:

- Hold, or be eligible to hold, a Victorian Radiation Use Licence and Tester's Approval.
- Hold, or be eligible to hold, Victorian regulatory approval for radiation dose estimates in research trials.
- A strong understanding of information technology, including clinical systems and



**Our actions
show we care**



**We bring
our best**



**Together
we achieve**



**We shape
the future**

applications relevant to risk management reporting or as required by the role or department.

- Proficiency in high-level analysis environments, e.g., MATLAB, IDL, or Python.
- Experience in the evaluation and implementation of scientific research protocols.
- Experience in tutoring, teaching, or delivering radiation safety presentations.
- Willingness to accept delegated responsibilities in management, education, research, and administrative functions.

Professional qualifications and registration requirements

- An ACPSEM accredited medical physics MSc or PhD, or equivalent
- Registration on the Australasian College of Physical Scientists and Engineers in Medicine (ACPSEM) Register of Qualified Medical Physics Specialists.
- ACPSEM Certification in Diagnostic Imaging Medical Physics (Radiology).

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future

General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future