

Position Description

Renal Transplant Surgery Fellow

Classification:	As per HM Classification
Business unit/department:	Renal Surgery and Transplant Unit
Work location:	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	AMA Victoria - Victorian Public Health Sector - Doctors in Training Enterprise Agreement 2022-2026
Employment type:	Fixed-Term Full-Time
Hours per week:	38
Reports to:	Chief Medical Officer through the Division of Surgery Medical Director and Director of IBD Unit Professional accountability is to the Chairman, Division of Surgery
Direct reports:	N/A
Financial management:	Budget: Nil
Date:	May 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 objective of this position is to provide a Renal Transplant Surgery Follow role to:

- Undertake training in all components of Renal Transplant Surgery and management of its complications.
- Undertake specific training in organ retrieval to reach independent operating.
- Support the renal retrieval roster (in and out of hours) once independence reached.
- Support the deceased donor transplant sub-specialties (e.g. Renal Access Surgery & surgeries for treating surgical complications post-transplant)
- Undertake specific training in Paediatric Renal Transplant.
- Undertake specific training in live donor surgery (Laparoscopic Nephrectomies)
- Actively undertake a research program & improve academic development in surgery.
- Provide support and teaching to resident and Registrar medical staff through direction and management of patients.
- Support emergency work to be done in hours.

To ensure sufficient training opportunities, attendance at renal retrieval and implantation surgeries will be prioritised over daytime work, with the exception of scheduled surgical lists.

In the first instance, attendance at retrieval and transplant surgery will be in the capacity as trainee, with full consultant support. Once independence is reached, attendance will be in capacity as lead surgeon.

About the Renal Surgery and Transplant Unit

Austin Health Renal Transplant Surgery Program

Renal Transplantation commenced at Austin Health in 1974, and we have performed over 1000 transplants in the following 44 years. In recent times, demands for transplantation surgery, renal access surgery and other general surgery on renal patients have increased.

We currently perform approximately 75 renal transplants per year, including over 20 live donor kidney transplants.

Austin Health is the provider of transplantation surgery to several other services as part of the Victorian Kidney Transplant Collaborative (VKTC) group. Commencing in 2010, the VKTC offers live and deceased transplant surgery to non-transplanting Renal Hub Services, including Eastern Health, Barwon Health, Bendigo Health and St Vincent's (live donor transplant surgery only).

Paediatric transplants are performed at the Royal Children's Hospital, with a memorandum of understanding in place between Austin Health and the Royal Children's Hospital. This involves a live donor clinic and live donor surgery at Austin and deceased donor and live donor transplants at the Royal Children's Hospital. Fifty Paediatric transplants have been performed in the last 5 years, average 10 cases per year. The service has actively participated in the Australian Paired Kidney Exchange Program (ANZKX) since its origins in 2010. Patients with incompatible donors are registered with ANZKX to enhance transplant outcomes.

Most recently, Austin Health has successfully implemented machine perfusion program for kidney transplant and played a leading role in this area with intention to improve quality of kidney preservation, increase utilization of donated kidneys and improve the short- and long-term transplant outcomes. Some research programs are actively progressing involving the machine perfusion.

As the statewide liver transplant service provider, Austin Health also plays a lead role in the retrieval of all abdominal organs including kidney-only organ retrieval in deceased donors (following brain death and cardiac death) and tissues for Biobank.

Austin Health Renal Surgery

The service also provides general surgery for the renal patients, such as hernia repairs and other general surgical procedures for renal patients.

The VKTC provides a framework for transplant services across the group of 5 health services - Austin, St Vincent's, Eastern, Bendigo and Barwon. In addition to this are the Paediatric transplants at the Royal Children's Hospital, run under a Memorandum of Understanding with the RCH. The framework is one of shared protocols and referral pathways, with an emphasis on communication between the groups at each health service. The group holds monthly meetings to discuss clinical challenges.



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Position responsibilities

Role Specific:

Clinical Care

- Provide comprehensive renal transplant surgical management of inpatients and outpatients and associated surgical procedures.
- Participate in Unit meetings and activities.
- Support a retrieval service as required.
- Provide a consultative service to other Units as required.
- Provide leadership and guidance to Registrars.
- Demonstrate a commitment to working as a team member with peer medical, resident, nursing and other staff to provide efficient, safe and quality care across the continuum.
- Participate in the unit data management, audit and review of clinical practices to improve clinical outcomes.
- Attend Division of Surgery audit (mandatory) and Surgical Grand Rounds.
- Provide an on-call service as required.

Teaching and Training

- Participate in both Undergraduate and Post Graduate teaching plus nursing teaching as required.
- Participate in patient education Sessions if required.
- Develop clinical skills in medical and surgical management of the complete range of renal transplant and associated conditions and to develop research and teaching skills in these fields.
- Attend and participate in ALL mandatory training requirements at Austin Health, including CERNER training and OH&S training as required.

Other

- Assist the Head of Unit in administrative duties as required.
- Assist in making a safe working environment by reporting any incidents of unsafe work practices, sites, or equipment. Assist in the resolution of these issues.

All Employees

- Comply with Austin Health policies & procedures as amended from time to time.
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion commitments.
- Maintain a safe working environment for yourself, colleagues, and members of the public. Escalate concerns regarding safety, quality, and risk to the appropriate staff member, if unable to rectify yourself
- Comply with the principals of patient centred care.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- Work across multiple sites as per work requirements and/or directed by management.



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Selection criteria

Essential skills and experience:

- A commitment to Austin Health values.
- Appropriate tertiary medical qualification from either Australian Medical School or recognised overseas training.
- Medical registration with the Australian Health Practitioner Regulation Agency (AHPRA)
- Dedication to delivering excellent service – to patients, all colleagues (nursing, medical, managerial, support staff), GPs and other contact points.

Desirable but not essential:

- A sound understanding of information technology including clinical systems, applications relevant to the management of rostering and risk management reporting, or as required for the role and/or department.

Professional qualifications and registration requirements

- Appropriate tertiary medical qualification from either Australian Medical School or recognised overseas training.
- Medical registration with the Australian Health Practitioner Regulation Agency (AHPRA)

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.



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- Work across multiple sites as per work requirements and/or directed by management.

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.



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