

Position Description

Clinical Educator - Radiation Therapist (Grade 3)

Classification:	Radiation Therapist Grade 3: (ON55-ON58)
Business unit/department:	Radiation Oncology – ONJ Centre (Heidelberg Campus) & BAROC (Ballarat), Austin Health
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☒ (please specify) BAROC
Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
Employment type:	Fixed-Term Part-Time
Hours per week:	26.6 (0.7 EFT)
Reports to:	RT Site Manager
Direct reports:	N/A
Financial management:	Budget: N/A
Date:	2026

Position purpose

The Grade 3 Clinical Education Radiation Therapy supports the development and delivery of radiation therapy staff education across Austin Health's Radiation Oncology Network (AHRON), spanning the Olivia Newton-John Cancer Wellness & Research Centre (ONJCC) and Ballarat Austin Radiation Oncology Centre (BAROC). Working under the guidance of the Senior RT leadership Team and in collaboration with the Clinical Education Unit and Grade 4 Education RT, the role is expected to contribute to clinical education activities aligned with departmental priorities, including the implementation of new technologies, workflows, and models of care.

The role also supports credentialling and competency frameworks through education resource development, facilitating training, and supporting staff capability building (through assessment) and collaboration with the Clinical Education Unit. It plays a key role in promoting a positive learning culture and enabling professional development across the network.

This role offers autonomy, flexibility, and the opportunity to build new skills that support career progression for both the individual and their peers. The position is supported by a strong Austin Health educational support framework and contributes directly to key network clinical priorities. The ongoing scope and structure of the role will be reviewed at the end of the tenure, with potential for extension.

Austin Radiation Oncology

Austin Health Radiation Oncology at the Olivia Newton-John Cancer Wellness & Research Centre (ONJ Centre) and Ballarat Austin Radiation Oncology Centre (BAROC) is committed to providing a service that embraces new technology, new techniques and new ways of treating each patient so that the best outcome can be achieved. The ONJ Centre and BAROC partner to provide radiotherapy services across the northeastern Melbourne and Grampians regions with a holistic approach to cancer and supportive care. Austin Health also provides remote consultations and a superficial skin treatment service at the Stawell Austin Radiation Oncology Service (SAROS).

The ONJ Centre has state of the art equipment and facilities including Siemens CT Simulator with Vision RT 4DCT, Philips MR Simulator, Elekta Unity MR Linac, 3 Elekta Linacs (3 x Versa HD), 6 DOF couches, ABC breath hold, Body Fix stabilization, Brainlab Exactrac imaging & Vision RT SGRT platform. Mosaic is used for the record and verify medical record and programs such as MIM Maestro and Mobius FX & 3D support our work. The Gynaecological brachytherapy service is supported by a Flexitron HDR treatment unit and Oncentra planning with MRI simulation and a WoMED superficial machine. BAROC currently operates 2 Varian Linear Accelerators, Siemens CT Simulator, MIM Maestro, Mobius FX & 3D with the ARIA record and verify medical record. Both sites utilise the Elekta Monaco treatment planning system. Excitingly, BAROC is currently embarking on a major equipment upgrade, which will shortly see the installation of 2 new Varian True Beam linear accelerators, equipped with Vision RT SGRT and Brainlab Exactrac Dynamic technologies.

We're a team of technologically driven health professionals encompassing radiation oncologists, radiation therapists, radiation oncology medical physicists underpinned by allied health, nursing and administrative support services to ensure we deliver the best care available; efficiently and focused on the needs of each individual patient. Our team constantly working with referrers, researchers and consumers to improve patient outcomes through evidence-based processes and new and innovative technologies.

Position responsibilities

The Clinical Education Radiation Therapist (Grade 3) reports to the Education Grade 4 RT and Senior RT Leadership Teams (Heidelberg and Ballarat).

- Together with the Education team, Senior RTs and RT Site Managers, identify, develop and implement, and or, deliver and review staff education programs to support key clinical project implementation.
- Assist the Education Grade 4 RT with staff education and development priorities.
- Regularly meet with senior RT leadership to prioritise key clinical projects and associated education resources.
- Regularly meet with senior RT leadership to discuss progress of key clinical projects and any associated challenges to progress impacting timelines.
- Assist the Site Managers and RT Education Team in identifying staff educational needs and strategies to address these needs
- Coordinate and participate in education activities and attend regular meetings to ensure ongoing communication on current and upcoming education activities and timelines with staff
- Maintain currency in clinical activities to ensure you remain abreast of current techniques and technologies to support sound, efficient clinical education
- Provide clinical relief, of no more than 1 day per fortnight, for key radiation therapist stakeholders developing/undertaking identified contributions to education capability priorities.
- Contribute to the MDT team, providing reports on the progress of clinical education strategies and assessments at interdisciplinary education meetings.



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- Provide a monthly report of staff education activity to incorporate into the monthly Senior Report and staff meeting.
- Expectation that the role will be flexible to spend time at both ONJ & BAROC to meet identified and prioritised education and capability needs. The EFT split across both campuses is not set and will be dependent on current projects identified by the RT Manager, in consultation with the respective RT (Deputy) Site Managers.

Selection criteria

Essential Knowledge and skills:

Values and Personal Qualities

- Demonstrated high-level professional reliability, motivation, initiative and flexibility.

Qualification and Experience

- Qualified Radiation Therapist with current registration through AHPRA and a Victorian radiation use license.
- Excellent clinical skills and technical expertise demonstrating experience in planning & treatment delivery using Oncology Information systems and other clinical applications.
- Ability to work with subject matter experts, utilising education expertise, to foster learning and enable skill development.
- Role models clinical excellence.

Leadership, Communication and Teamwork

- Able to work independently and as part of a team, maintaining excellent open communication to promote a fair and positive environment.
- Demonstrated willingness to adapt to changing environment, flexible and self-motivated.
- Ability to lead and work within a team, modelling high-level professional behaviours, to promote a fair and positive environment.

Patient Care and Professional Development

- Ability to establish and maintain a professional rapport with patients and staff to facilitate the provision high quality, safe and ethical patient care.
- Demonstrate a commitment to ongoing improvement of services through participation in project groups and, personal and professional improvement through participation in continuing professional development activities.

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Quality and Education

- Willingness to engage with all centre policies, procedures and documentation requirements.
- Demonstrated ability to promote the professional competence of other staff
- Demonstrated skill developing and/or delivering educational resources.
- Demonstrates a focus on quality and integration of education, including capability assessment or credentialing.
- Knowledge and understanding of adult learning theories and principles
- A history of contributing to the review of incidents and nonconformities including development of agreed changes to practice ensuring a safe work environment.
- Mentors' colleagues in all radiation therapy procedures, particularly the orientation and education of staff to new technologies/techniques.

Desirable but not essential:

- Postgraduate qualifications (complete or in progress) relevant to clinical education in Radiation Therapy or Healthcare domain.



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- Certifications and interest in the Education/Clinical Instruction

Professional qualifications and registration requirements

- AHPRA registration – Medical Radiation Sciences – Radiation Therapy
- Victorian Radiation User Licence

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.

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.



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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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