

Position Description

Radiation Therapist (Grade 3)

Classification:	ON55 – ON58
Business unit/department:	Ballarat Austin Radiation Oncology Centre (BAROC)
Work location:	Austin Hospital ☐ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☒ BAROC
Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026
Employment type:	Fixed-Term Full-Time
Hours per week:	38
Reports to:	Radiation Therapy Site Manager-Ballarat
Direct reports:	N/A
Financial management:	Budget: N/A
Date:	September 2025

Position purpose

Working under the direction of the Grade 4 Radiation Therapist, the Grade 3 RT is a clinical/technical leader responsible for the safe delivery of radiotherapy planning and treatment according to all protocols, policies and standards detailed by the centre. The Deputy Charge RT is required to work in a team or independently, requiring minimal supervision and be self-motivated in applying their technical expertise and experience within their work area. They should act as a role model and play an active role in the mentoring and development of staff and students in both treatment and planning.

The Grade 3 RT maintains and updates skills through active participation in project groups and professional development. Grade 3 RT's will maintain effective communication with all clients and care for the needs of these clients as they undergo the planning and treatment process. The Grade 3 RT is a vital part of a multidisciplinary team and is expected to participate in all care activities.

About the Directorate/Division/Department

Austin Health is one of the largest cancer service providers in Victoria. A complete range of services is delivered to patients and their families, including, medical oncology, clinical haematology, radiation oncology, cancer genetics, palliative medicine, wellness and supportive care programs, an active

volunteer program and specialist cancer surgery. These are all provided in an environment that integrates research, teaching and training.

Radiation Oncology Overview

Austin Health is one of four health service 'hubs' in Victoria which operate radiotherapy services. Austin Health operates two radiation oncology centres in Victoria under the State Governments hub and spoke model. The metro hub is based at the Olivia Newton-John Cancer Wellness & Research Centre (ONJ Centre) in Heidelberg and the Ballarat Austin Radiation Oncology Centre (BAROC) is housed in the Ballarat Regional Integrated Cancer Centre (BRICC). Services at both sites have in recent year's undergone major transitions into newly completed Cancer Centre's creating an exciting opportunity for integration into the broader Cancer Centre model of care including access to a range of unique wellness and supportive care programs. Both centres provide true multi-disciplinary care, a variety of nursing and allied health services, innovative and progressive approaches to treatment underpinned by the guiding principle of patient-centred care for all patients. Austin Health also provides remote consultations and a superficial skin treatment service at the Stawell Austin Radiation Oncology Service (SAROS).

Ballarat Austin Radiation Oncology Centre (BAROC)

The Ballarat Austin Radiation Oncology Centre (BAROC) is located within the Ballarat Regional Integrated Cancer Centre (BRICC), which is a part of the Ballarat Base Hospital, the largest regional hospital in the Grampians region. It is the principal referral hospital for the entire region, which extends from Bacchus Marsh to the South Australian border, an area of 48,000 square kilometres, comprising a population of more than 230,000 people. Ballarat Health Service (BHS) administers Medical Oncology and Haematology services and has significant links and conjoint appointments with Austin Health.

BAROC utilises IGRT, IMRT and VMAT technologies for patient treatments. Embedded technology includes onboard imaging, respiratory gating, 6 degrees of freedom robotic couch and flattening filter-free delivery mode for the provision of SABR and SRS treatments Surface guidance RT(Vision) and stereoscopic imaging (Brainlab) will be installed together with Varian TrueBeam Linacs late 2025 / early 2026, following a capital replacement project. The radiation oncology treatment service is supported by 4D virtual simulation and the Elekta Monaco treatment planning system. The Varian ARIA oncology information solution links the radiation and medical services at BRICC to the broader BHS patient information system. BAROC also provides technical and clinical support for SAROS. The Centre has full network links to Melbourne to provide telemedicine to support all patient services on site.

Position key responsibilities

- Expected to exercise independent professional judgement in achieving optimal solutions to planning and treatment tasks, problem-solving and personal organisation (time management).
- Work within a team to ensure the safe and effective planning and delivery of radiotherapy.
- Follow established radiation safety practices.
- Responsible for the coordination and implementation of quality improvement programs and other centre activities under Grade 4 RT guidance.
- Support and contribute to the completion of quality assurance activities in a timely manner.
- Required to be adaptive to change, fast to learn, and contribute to the development and implementation of new techniques and technologies which enhance the care provided to clients.



Our actions
show we care



We bring
our best



Together
we achieve



We shape
the future

- Actively contributes to the development of new procedures, embraces new technology, and innovates to promote safe, efficient, and modern service delivery.
- Grade 3 RT will be rotated between treatment and planning as rostered (per Grade 5 RT) and may be requested to work overtime as required.
- Supports departmental portfolios including but not limited to Education, Risk & Safety, Research / Improvement and Clinical Systems.

Desirable but not essential:

- Willingness and potential to contribute to promotion of the department through presentation, publication or other.
- Post Graduate Qualification (or working toward) in an area relevant to the profession.
- Experience in working at more than one centre locally, interstate or overseas.
- Experience in SRS/SBRT or similar high-tech modality.

Selection criteria

Qualification and Experience

- Qualified Radiation Therapist with current registration through AHPRA and a Victorian radiation use license.
- Excellent clinical skills and technical expertise demonstrating considerable experience in all areas of advanced planning & treatment delivery using Oncology Information systems and other clinical applications.
- Demonstrates appropriate clinical reasoning & judgement when evaluating plan dosimetry or image verification on the treatment unit.

Communication and Teamwork

- Assist the Grade 4 RT in the organisation of the unit's workload and demonstrate appropriate decision-making skills deputising in the Grade 4 RT absence.
- 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.

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.

Quality and Education

- Excellent leadership skills. Ability to effectively lead a team, establishing and maintaining positive professional rapport. Develops team members to achieve personal professional goals relevant to the individual and the team.



**Our actions
show we care**



**We bring
our best**



**Together
we achieve**



**We shape
the future**

- Engagement with all centre policies, procedures and documentation requirements.
- Contributes to the review of incidents and nonconformities including development of agreed changes to practice ensuring a safe work environment.
- Mentor colleagues in all radiation therapy procedures, including the orientation of new staff and supervision of students, interns and other learners.
- A demonstrated interest and eagerness to participate in research/quality improvement opportunities with a willingness to promote the department through the demonstration of these and other activities.
- Role model's clinical excellence

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 the 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



**Our actions
show we care**



**We bring
our best**



**Together
we achieve**



**We shape
the future**

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**