

Position Description

Hepatocellular Carcinoma (HCC) Clinical Nurse Consultant

Classification:	Clinical Nurse Consultant C
Business unit/department:	Liver Transplant Unit
Work location:	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Employment type:	Part-Time
Hours per week:	16
Reports to:	Transplant Manager
Direct reports:	0
Financial management:	Budget: \$0
Date:	December 2025

Austin Health acknowledge the Traditional Custodians of the land on which Austin Health operates, the Wurundjeri 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 Hepatocellular Carcinoma (HCC) Clinical Nurse Consultant (CNC) is responsible for coordinating and managing the care of patients with known or suspected hepatocellular carcinoma. They work together with the other HCC CNC to ensure management plans are implemented in a timely manner and to escalate any delays to treatment. The HCC CNC works closely with the HCC multidisciplinary team in managing patient care in line with existing surveillance and treatment algorithms.

About the Liver Transplant Unit

Austin Health is the Statewide provider of liver transplant services for Victoria, Tasmania and parts of southern New South Wales. The Liver Transplant Unit (LTU) is part of the Division of Surgery, Anaesthesia and Procedural Medicine and is an important component of the services provided by Austin Health.

As the statewide liver transplant service, Austin Health has developed expertise in the assessment and coordinated management of liver disease. Patients with liver disease are assessed by an expert team who provide a range of services including viral hepatitis clinic, hepatology and transplant services and specific programs and clinics for management of hepatocellular carcinoma.

Over the last few years, the LTU has experienced a marked increase in referrals for hepatocellular carcinoma. This is both due to an increase in Hepatitis and Steatosis in the community as well as Austin's reputation for being a provider of excellent clinical care. Integration of hepatocellular carcinoma patient management into the domain of the LTU nursing group and into the LTU database has allowed treatment and surveillance to be monitored by an expert nurse. In addition, if transplant is considered the most appropriate treatment option, transfer onto the waiting list can happen seamlessly with high continuity of care.

The Liver Transplant Unit provides a 24-hour transplant coordination service for both adults and children. This involves the coordination of all aspects of the transplant surgery process including organ acceptance, recipient selection, coordination of retrieval and transplant surgical teams, and coordinating the recipient admission.

Position responsibilities

Role Specific:

- To work collaboratively with the full Liver Transplant Unit (LTU) and HCC multidisciplinary team (including but not limited to hepatologists, surgeons, radiologists, oncologists).
- To maintain timely and accurate data on the Liver Transplant database and maintain accurate clinical documentation for all HCC patients.
- To participate in audit activities as required to ensure strong governance, data integrity and no patient loss to follow-up.
- To establish means of communication with key stakeholders for efficient communication and dissemination of patient and other relevant information.
- To be involved and engage with entire liver transplant service and team. This may include, but is not limited to
 - Attendance at team meetings and internal / external transplant meetings as relevant
 - Participation in quality improvement activities and portfolio management
 - Review and maintenance of relevant policy and protocol documents.
- Effectively manage patient enquires and provide patient-centred care.
- To prepare for the weekly HCC multi-disciplinary meeting (MDM) and clinic, including patient scheduling, investigation follow-up and organisation of all films for radiological review.
 - To prepare CANMAP/QOOL-VIC (Austin Health Cancer MDM management system) data for HCC MDMs.
 - To maintain timely and accurate data on the Liver Transplant database and maintain accurate clinical documentation for all HCC patients.



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- To participate in audit activities as required to ensure strong governance, data integrity and no patient loss to follow-up.
- To review the processes by which the HCC service operates and identify and recommend opportunities for improved efficiency or means of maximising resource utilisation.
- To triage and manage referrals to the HCC service, together with the other HCC CNC

Direct Clinical Care;

- To manage the care of all hepatocellular carcinoma (HCC) patients in collaboration with the other HCC clinical nurse consultant.
- To manage HCC patients within a model of care that provides close monitoring and follow-up of both the treatment and disease progression in line with existing surveillance and treatment algorithms.
- To provide an expert resource for patients, families, staff and other internal and external stakeholders.
- Plan and deliver education and teaching in clinical areas in response to nursing needs.
- In partnership with multidisciplinary team, ensure goals of care and planned patient outcomes are achieved.
- Provide comprehensive clinical knowledge to point of care nurses through communication, role modelling, and teaching.
- Provide expert clinical advice in collaboration with the patient/family and MDT; actively communicate in the treatment decision making.
- Provide leadership and guidance regarding discharge planning, ensuring alignment with patient goals of care.
- Recognise scope and limitations of practice and seek advice from other experts where required.
- Support others to develop skills in utilisation and interpretation of assessment information.
- Facilitate multidisciplinary care planning processes to achieve clinical outcomes and complex discharges.
- Provide expertise in management of complex situations and generate alternative course of action.

Education;

- Facilitate staff learning through the development of cross discipline relationships and networks.
- Provide mentorship/ coaching of other staff for career development.
- Actively participate in area of expertise by presenting at conferences, forums, Nursing Grand Rounds.
- Utilise and maintain professional practice portfolio to plan for future continuing education, professional development and employment goals for self and others.
- Identify and implement strategies to support staff with their learning needs.

Research;

- Demonstrate in-depth and developed knowledge of the translation of research into practice.
- Lead, guide and support others to deliver evidence-based practice.
- Identify best practice research to address gaps in nursing practice.
- Create, participate and support others in the development of evidence-based guidelines.
- Contribute to local research activities including selecting appropriate research methodology, and data analysis strategies.



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Support of Systems;

- Actively promote the Austin Nursing Vision and contribute to the initiatives designed to achieve the vision.
- Lead initiatives aligned to NSQHSS to drive practice improvement at the local level.
- Contribute to the development of staff skills to identify, plan and implement evidence-based risk prevention strategies.
- Support and lead others to develop and undertake evidence-based quality activities based on clinical audit results.
- Support others to develop insight into practice gaps and guide them to utilise resources/clinical audit findings in local clinical area.
- Develop others to be skilled in the ability to utilise all Austin Clinical informatics systems.
- Lead staff to adhere to organisational EMR policy and practice.
- To review the processes by which the HCC service operates and identify and recommend opportunities for improved efficiency or means of maximising resource utilisation

Professional Leadership;

- Influence nursing clinical leadership and provide advice related to NMBA Decision Making Framework across Austin Health and wider context.
- Demonstrate high levels of self-agility and maintain focus even during times of uncertainty and change.
- Demonstrate a commitment to deliver sustainable, excellent performance and accountability within the local context.
- Establish systems and processes to ensure excellence and accountability in delivery of safe, effective healthcare.
- Practice high-level communication and leadership skills consistently.
- Establish a culture that values and celebrates leadership.
- Create a culture of nursing practice where teamwork, diversity and inclusion are central to delivery of care.



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Selection criteria

Essential skills and experience:

- A commitment to Austin Health values.
- Registered Nurse with the Nursing and Midwifery Board of Australia.
- Clinical experience in HCC management or working towards
- Experience working in a senior clinical role (CNS or above) and proven demonstration of strong clinical acumen in HCC pathology and management, including staging and grading of liver tumours and interpretation of liver function-related pathology results.
- Demonstrates knowledge of complications following local and systemic chemotherapy and other cancer treatments.
- Demonstrated ability to work independently with supervision.
- Excellent communication skills written, verbal and interpersonal.
- Highly developed planning, organisation, and prioritisation skills.
- Strong attention to detail and complete follow-through of agreed actions.
- Demonstrated negotiation, problem solving and analytical skills.
- Demonstrated ability to consult and collaborate with others and work as an effective member of a multi-disciplinary team to deliver organisational outcomes.
- Demonstrated ability to work with a diverse and complex professional workforce and patient demographic.
- Demonstrated commitment to quality improvement activities and ability to implement improvement strategies.
- Demonstrates knowledge of protocol, guidelines for practice, legal aspects, and professional accountability.
- Proficient in Microsoft Office applications.

Desirable but not essential:

- Proficient in managing the CANMAP/QOOL-VIC database system.
- Post-graduate qualification in area of specialty and role or working towards.
- Membership of specific specialty Association and/or nursing professional body
- Experience in clinical trials and research.
- 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.
- Research, publication, and public presentation experience.



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Professional qualifications and registration requirements

- Registered Nurse with the Nursing and Midwifery Board of Australia and current AHPRA registration.
- Post-graduate qualification in critical care or relevant area of speciality (or working towards)
- Substantial clinical experience in area of speciality

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.



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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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