

Position Description

Position Title: Oncology Clinical Nurse Consultant

Classification:	Clinical Nurse Consultant C (CAPR 4.1 or 4.2)
Business unit/department:	Ballarat Austin Radiation Oncology Centre (BAROC)
Work location:	Austin Hospital ☐ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☒ BAROC
Agreement:	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
	Choose an item.
	Choose an item.
Employment type:	Part-Time
Hours per week:	0.4EFT
Reports to:	Austin Health Oncology Clinical Nurse Consultant Manager
Direct reports:	Nil
Financial management:	Budget: Not applicable
Date:	August 2025

Austin Health acknowledges 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

To deliver high-quality, patient-centred care for men treated with radiotherapy for prostate cancer through a nurse-led clinic model. The Clinical Nurse Consultant (CNC) will assess, monitor, and coordinate care, provide survivorship support, and escalate concerns to relevant multidisciplinary team members as required.

About Radiation Oncology BAROC

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). Both centres provide multi-disciplinary care including both nursing and allied health services, innovative and progressive

approaches to treatment underpinned by the guiding principle of patient centred care and wellness for all patients.

The multi-disciplinary teams at both sites are committed to excellence in practice and care. Staff undertake a range of professional development activities, are involved in research trials and liaise and consult with a wide range of specialists and health care professionals to ensure the care offered is at the leading edge of technology. The equipment at both sites is state-of-the-art, and the treatment options available ensure every disease site is treated according to best practice.

Over the past 10 years, the service has experienced significant growth, with major investments in capital equipment and human resources. During this time, the Radiation Oncology Department has welcomed the addition of the Magnetic Resonance Imaging (MRI) Simulator and MRI Linear Accelerator to its fleet. Additionally, further investment is underway for two new linear accelerators, with advanced stereotactic capacity, and surface guided radiotherapy system.

Along with these service developments, there has been significant growth in staff numbers, particularly at the ONJCWC with the introduction of the MRI Linac Radiotherapy State Based Referral Program.

The service has 5 Conventional Linacs, MR Linear Accelerator, 3 CT Simulators, MR Simulator, 3 superficial radiotherapy units and a Nucletron HDR after loader. The service is fully developed in IMRT and IGRT and multimodality imaging. The service is committed to expanding its capability and developing future technological modalities.

Austin Radiation Oncology employs over 170 staff across all its sites.

Position responsibilities

Role Specific:

Lead implementation and ongoing delivery of the nurse-led follow-up clinic for prostate cancer patients post-radiotherapy, in alignment with the endorsed model of care for BAROC, and as directed by the BAROC RO Campus Director

Direct Clinical Care;

Nursing Tasks Supporting RO/RT Planning Workflow

Pre-Treatment Phase

- Patient Education and Orientation
- Provide information about RT treatment, expected side effects, and follow-up processes.
- Introduce the nurse-led clinic model and survivorship care plan.
- Provide patients and their families with education to support their understanding of treatment, side effect and follow up processes, including bowel and bladder preparation and medications.
- Undertake comprehensive patient assessment including: patient history, psychosocial and emotional status, and quality of life surveys
- Liaise with Radiation Oncologists and Urologists, as needed, to confirm treatment intent and planning timelines.
- Coordinate referrals for urological procedures required prior to or during RT (e.g., trans-urethral resection of the prostate (TURP), insertion of fiducial seeds, initiation of ADT).
- Evaluate patient suitability to commence treatment following above procedures.

Managing Patients eligible for the Nurse-Led Model of Care

Post-Treatment Phase



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- Coordinate enrolment, and scheduling of, eligible patients into the nurse-led clinic.
- Manage appointment bookings across designated clinic sessions, as directed by the BAROC RO Campus Director.
- Ensuring timely rebooking and follow-up scheduling based on clinical review timelines.
- Monitor availability of clinic reviews as per the model of care, identifying and escalating concerns in relation to appointment availability.
- Ensure completion of pathology requests, referral letters, and survivorship plans.
- Prepare consultation templates and complete pre-visit questionnaires.
- Ensuring bone scan and Vitamin D testing schedules are maintained for patients on ADT.
- Prepare consultation rooms and ensuring availability of required materials
- Manage incoming and outgoing communications related to referrals and follow-up care.
- Assist in tracking Key Performance Indicators (KPIs) such as timely referrals and survivorship care delivery.
- Support audits and evaluations of clinic efficiency and patient outcomes.
- Maintain logs of escalated cases and outcomes for review.

Education;

Actively contribute to the professional development of all BAROC staff by:

- Share expertise in prostate cancer care, including current evidence-based practices in radiotherapy follow-up, survivorship, and symptom management.
- Provide formal and informal education sessions to nursing and allied health staff on topics such as ADT-related care, psychosocial support, and management of treatment-related side effects.
- Contribute to orientation and ongoing education programs for new staff and students, ensuring consistent understanding of the nurse-led clinic model and prostate cancer care pathways.
- Promote a culture of continuous learning, encouraging staff to engage with current literature, guidelines, and professional development opportunities related to prostate cancer.

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.

Support of Systems;

- Contribute to organisational level strategic planning and drive local strategic plan initiatives.
- Actively promote the Austin Nursing Vision and contribute to the initiatives designed to achieve the vision.
- Lead initiatives aligned to NSQHS 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



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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.
- Actively contributes to the development and review of policies and practice guidelines in line with their area of clinical expertise.

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.

Selection criteria

Essential skills and experience:

- A commitment to Austin Health values
- Post registration experience, including oncology or urology nursing.
- Demonstrated advanced clinical assessment and decision-making skills.
- Experience in patient education, care coordination, and multidisciplinary collaboration.
- Demonstrated ability to provide expert clinical care and leadership in a specialised oncology setting.
- Strong communication and interpersonal skills with patients, families, and healthcare professionals.
- Commitment to evidence-based practice, continuous improvement, and professional development.
- Ability to work independently and collaboratively within a multidisciplinary team

Desirable but not essential:

- Postgraduate qualifications in cancer nursing, urology, or advanced nursing practice
- Experience in nurse-led models of care or survivorship programs.
- Familiarity with Radiotherapy treatment and associated workflows
- Experience using Aria RO or similar oncology information systems

Professional qualifications and registration requirements

- Registered Nurse registered with the Nursing and Midwifery Board of Australia



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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.

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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