

# Position Description

## Clinical Perfusionist

<b>Classification:</b>	Clinical Perfusionist Grade 3
<b>Business unit/department:</b>	Perfusion Department, Division of Surgery and Procedural Medicine
<b>Work location:</b>	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)
<b>Agreement:</b>	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
<b>Employment type:</b>	Full-Time
<b>Hours per week:</b>	40 Hours with ADO
<b>Reports to:</b>	Clinical Perfusion Manager
<b>Direct reports:</b>	Nil
<b>Financial management:</b>	Budget: Nil
<b>Date:</b>	Feb 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 Clinical Perfusionist Grade 3 works as part of a multidisciplinary team, in conjunction with Cardiothoracic Surgery, Liver Transplantation, Anaesthesia, Cardiology, ICU and Emergency Departments to provide the full range of perfusion services to cardiothoracic surgery, liver transplantation and other disciplines as required.

### About the Directorate/Division/Department

The Cardiothoracic surgical program is a teaching and research hospital. The Unit is responsible for a broad range of cardiothoracic surgical procedures, including major complex aortic reconstructive surgery. The cardiac surgical team performs approximately 300+ cardiac procedures per year with plans to open an additional cardiac operating theatre. The acute service for emergency surgery is available 24 hours per day, 7 days per week. Elective Surgery service operates Monday to Friday only.

Austin Health is a designated Tier 2 ECMO service provider that supports VA and VV-ECMO, and eCPR modalities, with a focus on interdisciplinary education programs and professional development opportunities.

Austin Health recently established the Australian Centre for Transplantation Excellence and Research (ACTER), an Australian first. ACTER is dedicated to improving access to transplant services and the lives of patients before, during and after transplantation.

The Perfusion Department provides services to both Cardiothoracic Surgery & Liver Transplantation Units and to other surgical units as required. Perfusionists work in close collaboration with Cardiothoracic Surgery, Liver and Renal Transplantation, Cardiology, Anaesthesia, Operating Suite, Intensive Care and Emergency Departments. The Perfusion Unit has a strong commitment to professional development and education of staff and is committed to clinical quality and staff wellbeing to ensure optimal patients outcomes are achieved.

## Position responsibilities

### Role Specific:

#### Clinical

- Perform cardiopulmonary bypass in accordance with Austin Health policies and procedures.
- Select and prepare under sterile conditions the appropriate cardiopulmonary bypass equipment according to the needs of the patient and the surgical procedure.
- Implement a perfusion strategy for an individual patient based on the pre-operative assessment of the records and discussions with the relevant medical/surgical groups, including but not limited to, circuit minimisation, haemofiltration, selective cerebral/limb perfusion, left heart bypass, circulatory arrest, and various cardioplegia techniques.
- Monitor and provide patient-centred care management, including routine administration of various types of blood products and medications to patients during cardiopulmonary bypass surgery.
- Participate in organ donation and organ perfusion programs as required.
- Competently perform VA and VV ECMO, Autotransfusion, and Intra-Aortic Balloon pump therapy.
- Record and report all incidents and potential hazards in accordance with Austin Health policies and procedures.
- Participate in a 24 hour on call roster service.
- Participation in continuous professional development.

#### Quality and leadership

- Quality improvement projects, research, and continuous education
- Provide support and leadership to promote excellence in perfusion education.
- Demonstrated capacity to undertake/support clinical research, publication of work and public presentation within the local, national, and international healthcare community.
- Continuously review existing practices and policies according to evidence-based practice to minimise adverse patient outcomes
- Support and actively participate in clinical research.
- Identifies areas that require improvement through observation, audits, incidents and staff feedback and supports improvement initiatives accordingly.
- Identifies opportunities for process redesign and to support Perfusion team in the implementation of redesign projects and activities.
- Take on leadership and mentorship opportunities



Our actions  
show we care



We bring  
our best



Together  
we achieve



We shape  
the future

- Undertake a variety of administrative duties such as equipment management and supply purchasing as required

## Selection criteria

### Essential Knowledge and skills:

- Minimum 5 years perfusion experience
- Strong interpersonal skills and experience working effectively in a multidisciplinary team
- Extensive, demonstrated, credentialed knowledge and experience in all aspects of perfusion practices and techniques, including:
  - ECMO life support
  - Intra-Aortic Balloon pump therapy
  - Autotransfusion modalities [Cell Saving, pre CPB blood collection]
  - Hypothermic strategies inclusive of DHCA management
  - Selective Cerebral / Body Perfusion
- Experience in one or more of the following:
  - Perfusion training and education
  - Academic research
  - Administrative duties relevant to a perfusion service and department
- A willingness to make a significant contribution to the overall activities of the perfusion department.

### Desirable but not essential:

- Masters in Perfusion
- Experience in Liver Transplantation and complex aortic surgical procedures
- Experience in Point of Care testing devices including TEG

## Professional qualifications and registration requirements

- Bachelor of Science (or equivalent)
- Current Certificate of Clinical Perfusion (CCP) awarded by the Australian and New Zealand Board of Perfusion (ANZBP), or Eligible for Phase 1 CCP

## 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:



**Our actions  
show we care**



**We bring  
our best**



**Together  
we achieve**



**We shape  
the future**

- 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.



Our actions  
show we care



We bring  
our best



Together  
we achieve



We shape  
the future