Position Description

Diagnostic Radiologist -VMO

Classification:	Medical Specialist
Business unit/department:	Radiology
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☒ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
Agreement:	AMA Victoria - Victorian Public Health Sector - Doctors in Training Enterprise Agreement 2022-2026
	Choose an item.
	Choose an item.
Employment type:	Fixed Term Sessional (12 months)
Hours per week:	10 (available Friday)
Reports to:	A/Prof Natalie Yang – Medical Director Radiology
Direct reports:	NIL
Financial management:	Budget: N/A
Date:	November 2026

Position purpose

The purpose of this appointment is to support the provision of a high-quality Radiology service at Austin Health.

All Clinical Radiologists are expected to be able to provide routine specialist Radiology services and cover "on call" after hours.

This is a senior medical position and carries with it the professional responsibilities of teaching, training, administrative requirements, and audit/research.

The position reports to the Medical Director of Radiology.

About the Radiology Department

Austin Radiology is a tertiary level teaching department, supporting the imaging needs of Austin Health, the Mercy Hospital for Women (Heidelberg), the broader community, and the statewide services of liver transplant, spinal cord injury, respiratory support, and child inpatient mental health services. Austin Health has three campuses, the Austin Campus, the Repatriation Campus, and the Royal Talbot Rehabilitation Centre – with imaging of all sites provided by the Department of Radiology.

The Department currently comprises 23 Staff Radiologists, 5 Visiting Radiologists and 24 Radiology Registrars/Fellows.

Austin Campus: The Department of Radiology is located on Levels 1 and 2 of the Lance Townsend Building. This campus includes 3 MRI scanners, 2 CT scanners, 3 angiography suites, including two bi-plane hybrid theatres, 5 Ultrasound units and fluoroscopy.
The Emergency Radiology and afterhours inpatient services are co-located within the Emergency Department and offers CT, US and Plain Radiography, and Cone Beam CT. The Emergency Department is one of the busiest Emergency Departments in the state.

The Heidelberg Repatriation Hospital Radiology Department predominantly provides outpatient imaging and low risk interventional services. The campus includes 2 CT scanners, Cone Beam CT, fluoroscopy, mammography and 5 Ultrasound rooms.

Position responsibilities

Role Specific:

Determining a practitioner's scope of practice will help protect the practitioner from demands that might be outside their comfort zone and help identify areas where further expertise may be required. Initial goal setting upon engagement and annual performance reviews will facilitate clear delineation of individualised expectations, work and workload.

It is expected that the doctor will perform Core Scope Duties of a Radiologist.

Core Scope: Clinical Radiology Practice

Clinical Radiologists are involved in a range of activities, including:

1. Acting as an expert specialist consultant to the referring medical practitioner and patient
2. Diagnostic activities
3. Screening activities
4. Participation as an indispensable member in multidisciplinary team meetings
5. Radiation protection and safety i.e. ensuring that radiation effects on the human body are minimised both for patients and staff
6. Magnetic resonance safety to protect patients and staff
7. Maintenance of a safe work culture with all staff and follow safe work practices
8. Participation in Continuing Professional Development (CPD) to maintain current knowledge and to upskill as required.

Clinical Radiologists practice diagnostic radiology using a range of medical imaging techniques including, but not limited to radiographs (X-Rays), fluoroscopy and digital subtraction angiography (DSA), computed tomography (CT), magnetic resonance imaging (MRI) and ultrasound (US).

Clinical Radiologists provide care to patients using minimally invasive image-guided techniques for diagnosis, management, and treatment of disease. Clinical radiologists provide this care to patients via a range of image-guided procedures, such as biopsies, injections, drainage, and vascular access procedures.

Clinical attendance is determined by the Medical Director of Radiology, as per the Weekly Medical Roster. Clinical radiologists are expected to participate in their respective on call roster.

Other Duties Expected of a Clinical Radiologist:

- Assist in administrative duties, as directed by the Medical Director, including the development and review of policies and procedures for the provision of Radiology services, updating as needed to reflect best practice and evidence-based medicine.
- Participation in Quality improvement initiatives, as directed by the Medical Director, including:
  - Participation in the evaluation of Radiology Services from a quality and risk perspective
  - Participation in quality and incident reviews
  - Assistance in the implementation of appropriate quality and risk initiatives.
  - Assist in making a safe working environment by:
  - Reporting any incidents of unsafe work practices, sites, or equipment
  - Assist in the resolution of these raised issues.
  - Demonstrate a commitment to working as a team member with peer medical, junior medical, nursing and other clinical staff to provide efficient, safe and quality care across the continuum.

Regularly access Austin Health's email system and respond in a timely manner to correspondence

All Employees:

- Comply with Austin Health policies & procedures as amended from time to time
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion commitments
- Maintain a safe working environment for yourself, colleagues and members of the public. Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself
- Comply with the principals of patient centred care
- Comply with Austin Health mandatory training and continuing professional development requirements
- Work across multiple sites as per work requirements and/or directed by management

Selection criteria

Essential skills and experience:

- A commitment to Austin Health values
- Have demonstrated commitment to high quality patient care
- Have demonstrated commitment to teaching
- Have demonstrated ability to communicate at all levels

- Have demonstrated capability and interest in research
- Have demonstrated teamwork and collaboration
- Have demonstrated computer skills including use of email, internet, word processing and spreadsheets
- Have demonstrated understanding of, and commitment to Clinical Governance

Professional qualifications and registration requirements

- Be a registered Medical Practitioner in Australia with the Australian Health Practitioner Regulation Agency (AHPRA), with currency of practice
- Hold a Fellowship of the Royal Australian and New Zealand College of Radiology (RANZCR) or its equivalent

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.