

Position Description

Director, Radiation Oncology (BAROC)

Classification:	Specialist (HM33 – HM41)
Business unit/department:	Radiation Oncology, Medical & Cancer Services
Work location:	Austin Hospital ☐ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☒ BAROC
Agreement:	AMA Victoria - Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022-2026
Employment type:	Full-Time
Hours per week:	38 hrs/week
Reports to:	Divisional Medical Director, Medical & Cancer Services
Direct reports:	~ 7.0 EFT
Financial management:	Budget: approx. \$30 million
Date:	August 2025

Austin Health acknowledges the Traditional Custodians of the land on which Austin Health operates, 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 Director – Radiation Oncology (BAROC) is a senior medical leadership position responsible for the strategic direction, clinical oversight, and professional leadership of Radiation Oncology services at BAROC. This role plays a critical part in ensuring the delivery of high-quality, patient-centred care, while also advancing the department's contribution to research, teaching, and innovation.

The Director will provide expert clinical care and foster a culture of excellence in clinical practice, safety, and continuous improvement. A key focus of the role is to lead and promote multidisciplinary collaboration across Austin Health and with external clinical partners, positioning Austin Radiation Oncology as a leader in integrated cancer care.

In addition to clinical leadership, the Director will support and drive the strategic objectives of Austin Health by championing research, teaching, and the professional development of staff. This role is pivotal in ensuring the service remains at the forefront of Radiation Oncology practice, aligned with the organisation's values and commitment to clinical excellence, innovation, and education.

The Director is ultimately accountable for the overall function, performance, and activity of BAROC. This includes clinical governance, operational effectiveness, workforce planning, and ensuring that services are delivered efficiently and in alignment with Austin Health's standards and strategic objectives. The role requires effective leadership to ensure compliance with regulatory requirements, achievement of key performance indicators, and the delivery of safe, evidence-based care.

About the Directorate/Division/Department

Medical & Cancer Services

The Medical and Cancer Services Division is one of six divisions within the Chief Operations Officer Directorate of Austin Health. The Division's clinical services operate across all three Austin Health campuses and Ballarat Health Services (BHS) within the Ballarat Regional Integrated Cancer Centre (BRICC) and comprise a complex range of national, state-wide organisational wide and specialty clinical services.

- Nephrology
- General Medicine
- Paediatric Medicine
- Dermatology
- Medical Oncology
- Clinical Haematology
- Palliative Care
- Clinical Genetics
- Neurosciences
- Endocrinology
- Rheumatology
- Infectious Diseases and Immunology
- Respiratory & Sleep Medicine
- Radiation Oncology
- Cancer Clinical Trials Centre
- Wellness & Supportive Care
- Victorian Spinal Cord Service

Inpatient wards within the Medical & Cancer Services Division also include:

6 South (Medical Oncology), 7 South (Clinical Haematology, Rheumatology & Endocrinology), 8 South (Palliative Care), Day Oncology & Apheresis (Clinical Haematology & Endocrinology), 2 West (Paediatrics), 5 West (Respiratory & Sleep Medicine), 7 North (Renal), 7 East and 7 West (General Medicine), 3 North (Spinal) and 6 East (Neuro/Stroke/Epilepsy).

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). 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.



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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. brachytherapy. 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

Clinical Leadership and Service Management

- Provide strategic and clinical leadership for the Radiation Oncology Service in partnership with the Director of Radiation Oncology (ONJ), ensuring the delivery of safe, high-quality, patient-centred care.
- Direct the implementation and clinical use of advanced radiotherapy techniques in alignment with contemporary best-practice radiotherapy.
- Oversee the comprehensive management of radiation oncology outpatients and lead the inpatient consultative service.
- Ensure appropriate clinical support is provided to other Units within Grampians Health as needed.
- Participate in and oversee all collaborative aspects of technical treatment planning and quality assurance across tumour streams.
- Ensure timely and effective communication with other treating clinicians and health care providers, maintaining the highest standards of medical record documentation and treatment planning data.
- Maintain alignment with the strategic priorities of Austin Health and Grampians Health.

Research, Innovation, Safety and Quality Improvement

- Direct and participate in regular development, and technical innovation meetings involving medical physicists, radiation therapists, and other relevant staff.
- Lead and support tumour-specific research and development initiatives, including collaboration with local, national and international partners.
- Drive a culture of continuous improvement and clinical excellence through the evaluation of services, quality initiatives, and audits.
- Lead a strong and visible safety culture that includes a departmental framework for identifying, assessing, mitigating and escalating risks, in partnership with Austin Health's governance and risk management programs.
- Promote and implement evidence-based practice, policy development, and protocol updates that reflect the latest in clinical research and guidelines.

Teaching, Education and Workforce Development

- Ensure education and training of junior medical staff, radiation oncology trainees, senior medical staff and other clinical team members.
- Provide direct supervision and mentoring of medical staff within the Radiation Oncology Service.
- Participate in undergraduate and postgraduate teaching and actively support professional development across the team.



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- Contribute to the assessment and performance review processes for trainees in collaboration with the BAROC Director of Training and Fellowship Program Director (where appropriate).

Professional and Organisational Engagement

- Maintain appropriate specialist credentials and clinical practice standards in radiation oncology.
- Champion the development and implementation of new services and technologies, such as the stereotactic programs.
- Represent the Radiation Oncology Service on relevant Divisional and organisational committees, meetings and forums
- Ensure compliance with organisational policies and procedures related to clinical governance, service delivery and patient care.

Administrative and Financial Management

- Oversee the development, review and implementation of service policies and procedures to ensure clinical governance and operational excellence.
- Contribute to the budgeting process, including expenditure control and revenue planning for the Service.
- Support equipment evaluation, costing, procurement, and integration of innovative technologies in partnership with technical and managerial staff.
- Assist in managing service incidents, complaints, and clinical risks in alignment with organisational frameworks and procedures.

On-call and Clinical Participation

- Share equitably in the department's on-call roster and participate actively in unit and multidisciplinary meetings, clinical audits, and case reviews.
- Maintain a visible and accessible presence within the department to support both staff and patient needs.

Credentialing and Scope of Clinical Practice

Core Scope of Clinical Practice – Procedures, therapies and competencies that a Fellow from the respective specialist medical college would be competent in practicing. This only applies to practice at Austin Health and its campuses.

- Provide full scope of clinical radiation oncology care to outpatients and inpatients as required and/or directly supervising (ie in that clinic) the clinical workload and performance of radiation oncology registrars and fellows as appropriate
- Be available to all appropriate medical surgical and oncology colleagues and other disciplines for inpatient and outpatient consultations
- Performing the full range of other general radiation oncology duties (clinical assessment, tumour delineation, dosimetry review, on treatment review, and appropriate imaging review and patient follow-up) in a timely manner

This will be assumed if the Radiation Oncologist has a Fellowship of the Royal Australian and New Zealand College of Radiologists or equivalent and an ongoing continuous practice in this specialty.

Extended Scope of Clinical Practice – Procedures, therapies and competencies that a Fellow from the respective specialist medical college would be competent in practicing after additional training,



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qualifications and experience as determined by the Head of Unit* has been completed. This only applies to practice at Austin Health and its campuses.

*The Head of Unit is expected to apply guidelines from the respective specialist medical college and appropriate state, national and international guidelines.

- **Brachytherapy**

Brachytherapy requires expertise with an interventional and invasive skill set very different to EBRT. (External Beam Radiation Therapy). The brachytherapy practitioner will specifically actively comply with the following in order to ensure ongoing credentialing at Austin Health:

- Active and regular MDM attendance inside/outside the NEMICS Region
- Active and regular protocol updates and audit activity
- Active and ongoing collaboration with other local brachytherapy providers in the public and private sector

- **Radiation Oncology Magnetic Resonance Program**

Only radiation oncologists with extended scope of practice can supervise MR Linear Accelerator treatment.

For extended scope of practice:

- 12 Supervised cases for that tumour site under supervision of a radiation oncologist with current extend Scope of Practice for MR Linac. Documentation via competency/activity evidence (e.g. log books).

Recency of practice: 12 cases in 24 months for a specific tumour site. Documentation via competency/activity evidence.

Emergency/Life threatening situation – In a medical emergency situation, any medical staff member who is credentialed at Austin Health is permitted to provide necessary patient care, as best able, and outside their defined scope of clinical practice in order to provide life-saving measures and/or to prevent serious harm.

Please note – Recognising the dynamic and rapidly advancing nature of medical practice, if you believe a novel competence, practice or procedure should be included within your specialty's scope of clinical practice, please speak to your Head of Unit and refer to the 'Introduction of a New Technology / Clinical Practice' policy on the HUB (<http://eppic//Document/1193>).

For general accreditation the following need to be satisfied

- Demonstrated continuing professional development such as RANZCR Triennial CME Program
- Regular attendance at audit
- Participation in one or more of the following:
- Teaching or research
- Organising audit
- Clinical governance
- Other role within Austin Health but outside of the unit/specialty
- College role

For each area where special expertise needs to be demonstrated Some or all of the following criteria will be used to assess accreditation

- Specialist training or a specific fellowship
- Significant accumulated total experience in the field
- Recent experience (adequate number of cases per year in previous years)
- Satisfactory completion of an acceptable outside organisations credentialing requirements.



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Selection criteria

Essential skills and experience:

- Demonstrated training and significant experience in the field of Radiation Oncology
- Proven commitment to delivering high-quality, patient-centred care
- Demonstrated understanding of, and commitment to, clinical governance principles, including safety, quality, and risk management.
- Active involvement in research and/or clinical audit initiatives relevant to Radiation Oncology.
- Experience in teaching and supervising medical students, trainees, and/or other clinical staff at undergraduate and postgraduate levels.
- Strong ability to work collaboratively as part of a multidisciplinary team and engage positively with peers, staff, and external stakeholders.
- Excellent interpersonal and communication skills, with the ability to liaise effectively across all levels of an organisation.
- Regular participation in departmental, hospital-wide, and external professional meetings or forums, including those of professional associations or colleges.
- Prior experience in a clinical leadership or departmental director role within a hospital or health service.
- Experience contributing to or leading service development, clinical innovation, or strategic planning initiatives.
- Demonstrated experience in the use and implementation of advanced radiation therapy technologies such as MR Linac, SBRT, VMAT, IMRT, and IGRT.
- Understanding of the Australian public health system and current issues in cancer service delivery.
- Experience leading or contributing to quality improvement projects or clinical redesign initiatives.

Desirable but not essential:

- Holding or having held an academic appointment or research affiliation with a university or research institute.

Professional qualifications and registration requirements

- Current registration as a medical practitioner with the Australian Health Practitioner Regulation Agency (AHPRA)
- Hold a current fellowship of the Royal Australian and New Zealand College of Radiologists (RANZCR) or an equivalent recognised qualification

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.



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- 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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