

Position Description

Director Liver and Intestinal Transplant Surgery

Classification:	As per contract
Business unit/department:	Liver Transplant Unit, Division of Surgery, Anaesthesia & Procedural Medicine
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☒ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
Agreement:	AMA Victoria - Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022-2026
Employment type:	Full-Time
Hours per week:	As per contract
Reports to:	Operationally: Divisional Director, Surgery, Anaesthesia and Procedural Medicine and/or Divisional Medical Director, Surgery, Anaesthesia and Procedural Medicine Professionally: ACTER Medical Director
Direct reports:	Approx 6
Financial management:	Responsibility to support budgetary decisions
Date:	July 2026

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 Director, Liver and Intestinal Transplant Surgery provides senior clinical and professional leadership for the surgical components of Austin Health's liver transplant service and supports the surgical delivery and development of intestinal and multivisceral transplantation. The role is accountable for the safe, efficient and sustainable delivery of high-quality transplant surgical care across recipient assessment, organ retrieval (where within scope of responsibility), operative transplantation, peri-operative decision-making, post-operative surgical care, complication management and long-term surgical follow-up.

The Director provides direct surgical leadership for adult liver transplantation. For intestinal and multivisceral transplantation, the Director provides leadership where this falls within their approved scope of clinical practice and otherwise supports appropriately credentialed surgeons within the program to deliver safe, coordinated and sustainable care.

Working in close partnership with the Director of Liver and Intestinal Transplant Medicine, the Director of Transplantation, the Divisional Medical Director, Divisional Director, anaesthesia, intensive care, interventional radiology, infectious diseases, nursing, allied health, the Victorian and Tasmanian Organ Retrieval Service, DonateLife, the Royal Children's Hospital Melbourne and other partner services, the Director ensures that the surgical service operates within robust clinical governance, credentialing, quality, safety, workforce and financial frameworks.

Together with the Director of Liver and Intestinal Transplant Medicine, the Director contributes to the ongoing development of models of care for liver, intestinal and multivisceral transplantation. This includes complex recipient assessment, organ utilisation, ex-vivo organ perfusion, peri-operative optimisation, intestinal failure and rehabilitation collaborations, paediatric-to-adult transition, and management of complex surgical complications.

The role has a central responsibility for ensuring timely access, equitable patient selection, appropriate resource use, excellent surgical outcomes and transparent audit of patient and graft outcomes within the transplant surgical service. The Director also provides visible professional leadership to surgical and medical staff within the unit, including workforce planning, rostering, supervision, performance development, teaching, research engagement and succession planning.

In partnership with the Director of Transplantation and the Australian Centre of Transplant Excellence and Research, the Director supports Austin Health's leadership in transplantation by aligning service delivery with innovation, research, organ perfusion technologies, outcome reporting, clinical governance, collaboration and the responsible introduction of new technologies, techniques and pathways.

The role is expected to foster a culture of accountability, multidisciplinary collaboration, psychological safety, innovation, continuous improvement, cultural safety and patient-centred care.

About the Liver and Intestinal Transplantation, ACTER and SAPM

Liver and Intestinal Transplant Unit

The Victorian Liver Transplant Unit and the Australian Intestinal Transplant Service at Austin Health are quaternary referral services providing adult liver transplantation for Victoria and Tasmania, paediatric liver transplant surgical and medical support in partnership with the Royal Children's Hospital Melbourne, and intestinal transplantation for patients referred from across Australia and New Zealand.

The service works within a comprehensive tertiary and quaternary environment, with close links to hepatology, gastroenterology, intestinal failure services, hepatopancreatobiliary surgery, anaesthesia, intensive care, infectious diseases, interventional radiology, pathology, endoscopy, oncology, nephrology, nutrition, social work, physiotherapy and specialist nursing. This enables integrated care



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for patients with complex liver, pancreatic and intestinal disease, including chronic liver failure, acute liver failure, hepatocellular carcinoma, complex hepatobiliary disease and advanced intestinal failure.

The programs provide the full continuum of transplant care, including referral triage, pre-transplant assessment, waitlist management, donor organ assessment, peri-operative care, early post-transplant follow-up, long-term surveillance and management of late complications. Dedicated transplant nurse coordinators support assessment, waitlist management, urgent liaison, post-transplant care and hepatocellular carcinoma pathways, with 24-hour coordination processes for transplant activity.

The liver and intestinal transplant programs have a strong paediatric focus through collaboration with the Royal Children's Hospital Melbourne, with Austin Health providing specialist surgical transplant expertise for paediatric liver and intestinal transplantation in Victoria. This partnership supports continuity of expertise across the lifespan and underpins structured transition from paediatric to adult transplant services.

Austin Health contributes substantially to abdominal solid organ retrieval across Victoria and Tasmania and supports complex transplant procedures including combined liver-kidney transplantation, liver-pancreas transplantation, intestinal transplantation and multivisceral transplantation when clinically indicated. The service also has an established role in organ utilisation and transplant innovation, including ex-vivo organ perfusion technologies and collaboration with DonateLife, the Victorian and Tasmanian Organ Retrieval Service, and other national transplant partners.

Education, training, clinical audit and research are embedded within the service. The program participates in multidisciplinary transplant meetings, morbidity and mortality review, transplant teaching, registry reporting, quality improvement and local and national research initiatives aimed at improving transplant outcomes, organ utilisation, patient experience and models of care.

Patients referred to the Austin Health liver and intestinal transplant programs are supported through defined clinical pathways that emphasise timely access, clear communication with referring clinicians, patient/family-centred decision-making, cultural safety and lifelong care. The service operates within Austin Health's acute care infrastructure, allowing transplant candidates and recipients to access the breadth of expertise of a high-volume transplant centre while maintaining strong links with local and referring clinicians.

The Australian Centre for Transplantation Excellence and Research (ACTER)

Austin Health provides comprehensive transplant services across liver, intestinal, kidney, multi-visceral and haematopoietic stem cell transplantation. It also hosts the Victorian and Tasmanian Organ Retrieval Service and the Australian Donation and Transplantation Biobank.

ACTER is an Austin Health initiative that brings together clinical transplantation, living organ donation, retrieval services, translational research and consumer engagement under a single strategic framework. Through this integrated model, ACTER aims to improve access to transplantation, optimise outcomes for recipients and living donors, and advance research and innovation in transplantation.



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Division of Surgery, Anaesthesia and Procedural Medicine (SAPM)

The Division of Surgery, Anaesthesia and Procedural Medicine is the largest of all the Clinical Operations Divisions at Austin Health. The Division provides an extensive range of surgical and procedural specialties delivered across theatres, outpatient clinics, and surgical wards at both the Austin Hospital and the Heidelberg Repatriation Hospital sites.

The Division encompasses the following specialties and services:

- Theatre Operations and Theatre Support
- Anaesthetics
- Surgical Access
- Cardiology and Cardiac Diagnostics
- Cardiac Surgery
- Plastic Surgery
- Maxillofacial Surgery
- Thoracic Surgery
- Orthopaedics
- Liver Transplantation
- Renal Surgery and Transplantation
- Retrieval Services
- Upper Gastrointestinal Surgery
- Ear, Nose and Throat (ENT) Surgery
- Gastroenterology
- Ophthalmology
- Urology
- Gynaecological Surgery
- Breast Surgery and Surgical Oncology
- Hepatobiliary and Liver Transplant Surgery
- General, Trauma and Emergency Surgery
- Vascular Surgery
- Neurosurgery

Through this breadth of specialties, the Division plays a central role in the delivery of high-quality, complex surgical care for the community. It is also a leader in research, innovation, and education, supporting Austin Health's position as a state-wide provider of highly specialised surgical services.

Position responsibilities

Role Specific

- Provide senior surgical leadership for adult liver transplantation, including recipient assessment, surgical waitlist decision-making, operative transplantation, post-operative surgical care, re-transplantation assessment and management of complex surgical complications.



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- Support the delivery and development of intestinal and multivisceral transplantation, including direct surgical leadership where this is within the appointee's approved scope of clinical practice, and otherwise by supporting appropriately credentialed surgeons within the program.
- Work in close partnership with the Director of Liver and Intestinal Transplant Medicine and the broader multidisciplinary team to ensure integrated medical, surgical and peri-operative decision-making across liver, intestinal and multivisceral transplant pathways.
- Lead surgical input into multidisciplinary transplant selection processes, ensuring that technical feasibility, surgical risk, graft suitability, re-transplantation issues, vascular anatomy, prior abdominal surgery, operative complexity and peri-operative resource requirements are clearly assessed and documented.
- Provide surgical governance for donor organ assessment and utilisation, including marginal graft assessment, DCD and DBD donor considerations, complex vascular or biliary reconstruction, split or reduced graft use where relevant, and escalation of high-risk donor or recipient decisions.
- Provide surgical leadership for abdominal organ retrieval where this is within scope of practice and rostered responsibility, including contribution to VICTORS, retrieval-related audit, retrieval feedback processes and safe, sustainable retrieval workforce arrangements.
- In collaboration with appropriately credentialed surgeons and relevant medical leads, support the safe development and delivery of intestinal and multivisceral transplant surgical capability, including interfaces with intestinal failure, gastroenterology, nutrition, anaesthesia, intensive care, interventional radiology, infectious diseases and paediatric partner services.
- Provide surgical leadership for ex-vivo organ perfusion technologies where relevant to the service, including protocol development, surgical workflow, credentialing requirements, audit, research integration and evaluation of clinical, operational and financial impact.
- Maintain a transplant surgical outcomes audit program, including review of patient survival, graft survival, graft loss, major vascular and biliary complications, intestinal graft complications where relevant, re-operation, unplanned ICU readmission, length of stay, readmission and peri-operative mortality.
- Ensure major adverse surgical outcomes, graft losses, unexpected deaths, significant retrieval issues and serious peri-operative complications are reviewed through appropriate morbidity and mortality, peer review, incident review and clinical governance processes.
- Lead the development, review and maintenance of transplant-specific surgical protocols, including organ acceptance, retrieval, implantation, intra-operative escalation, post-operative surgical review, emergency re-operation and management of major vascular, biliary and intestinal graft complications.
- Provide expert advice to transplant, divisional and executive leadership on surgical capacity, theatre access, ICU and bed impacts, retrieval capability, perfusion infrastructure, workforce sustainability, credentialing requirements and emerging surgical service risks.
- Provide professional advice regarding credentialing and scope of clinical practice for transplant surgeons, including liver transplant surgery, abdominal organ retrieval, intestinal transplantation, multivisceral transplantation, ex-situ liver surgery and ex-vivo organ perfusion.
- Support succession planning and technical capability development in transplant surgery through operative mentorship, retrieval training, fellowship development, supervision of emerging consultants and maintenance of rare-procedure capability within the broader surgical team.



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- Partner with the Director of Transplantation and the Australian Centre of Transplant Excellence and Research to advance transplant strategy, innovation and clinical excellence, aligning surgical service delivery with contemporary models of care, responsible technology adoption, organ perfusion development, quality improvement, outcome monitoring and translational research.

Our Future

- Contribute to the development of a shared organisational vision and strategic direction of Liver and Intestinal Transplant Surgery.
- Actively scan the environment and identify emerging trends/technology that have the potential to create new service offerings or shape current services.
- Ensure the Director is well briefed on matters affecting the Liver and Intestinal Transplant surgery; including the provision of advice and recommendations on measures to ensure superior performance.
- Initiate and maintain strategic relationships to advance the vision and influence the commitment to and action on new and emerging ideas.

Our Care

- Ensure implementation of Austin Health quality and safety systems within the unit, whilst providing leadership in quality and safety and fostering an environment that promotes and facilitates accountability for performance, effective clinical audit systems, risk management and a culture of continuous improvement
- Actively explore emerging approaches to patient centred care and pursue strategies that have the potential to create current and future value.
- Develop processes and practices that enable the collection of patient/business data and formulation of intelligence to enact evidenced based models of care.
- Create and promote an environment of Health Care improvement through the development of Quality improvement and review strategies.
- Participate and foster participation in ACHS Accreditation.

Our People

- In collaboration with the Director provide professional leadership to (clinical) staff within the Liver and Intestinal Transplant surgery unit.
- As a member of the leadership team, actively create and promote an environment of high performance and learning through coaching, team collaboration and an enabling culture.
- Assist in building team resilience and capability to work in a dynamic and changing environment, foster a culture of curiosity, learning and safe innovation.

Management Roles

- Provide visible leadership to ensure consistent delivery of high quality, accessible patient care.
- Contribute to the development of position descriptions, duty rosters and rostering of unit medical staff to ensure the service meets the requirements of Austin Health.



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- Oversee annual and conference leave planning of medical staff, in particular minimising excess leave and promoting timely notification of leave to enable agreed service provision.
- Promote and model the hospital's policies, such as the Code of Conduct, Occupational Health and Safety and Incident management.
- Undertake or contribute to performance management of medical staff, including annual evaluation, feedback and the development and monitoring of performance and development of action plans when behavioural issues arise.
- Review and establish appropriate processes for the monitoring and authorization of all overtime and recall claims for medical staff in the unit taking into account of the resources available to the unit.
- Taking responsibility for managing the workloads of individuals and groups of staff such that the skill, knowledge and expertise best matches the work requirements.
- Ensuring that work requirements of medical staff are within acceptable industrial limits.
- Ensure clear accountability for quality and safety within the department.
- Ensure policies and procedures are maintained and embedded in local work areas.
- Develop work plans for continuous improvement of systems and care for inclusion in business improvement plans.
- Ensure incident management systems are applied and a response to local issues and performance improvement occurs; ensure the risk management system is functional.
- Mandatory Training – upon commencement of employment ensure new employees within your unit complete all mandatory e-learning training on the following:
Emergencies, Fire & Sustainability
Bullying, Harassment, Equal Opportunity & Anti-Discrimination
Aggression Management & Prevention
Hand Hygiene
- At any given time, ensure 85% of employees in your unit have completed the mandatory e-learning training.
- Ensure that employees responsible for acting as Fire Wardens complete Fire Warden training annually and within one month of commencing as Fire Warden.
- Ensure any additional training for specific clinical staff is completed (e.g. BLS, ALS, Movesmart, Cerner).

Business management, including but not limited to:

- Participation in the development of strategic plans in Liver and Intestinal Transplant Unit, the Directorate and the Division.
- Development and implementation of appropriate policies and procedures.
- Working closely with the Divisional Manager, Divisional Medical Director and Divisional Director to constantly assess performance, including clinical activity indicators and expenditure to deliver rational and evidence-based use of available resources.
- Work with the clinical leads in Liver and Intestinal Transplant to establish a clear definition of expectations of their roles in relation to the Director role.
- Maximise bed utilisation through ensuring that all staff in the unit participate actively in effective discharge planning.



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- Promote and participate in the management of emergency access issues supporting working towards the achievement of the current Victorian Department of Health access, activity and performance obligations as outlined in the Statement of Priorities.
- Assist in the development of business cases to introduce new or varied service models to ensure that Austin Health remains at the forefront of Liver and Intestinal Transplant service delivery.

Financial

- Participate in monthly review of the Transplant budgets with the Divisional Director, Divisional Manager and Finance Business Partners. Identify reasons for variances to budget and take agreed actions to control any variance.
- Participate in building the annual budget for the Department in line with the strategies and guidelines of the organisation.
- Support the maximisation of revenue for the Transplant service.

Other

- The Director will ensure a high level of work quality, develop, implement and monitor quality improvement activities within Liver and Intestinal Transplant, in accordance with Austin Health Policies as varied from time to time.
- Ensure successful achievement of organisational wide accreditation processes (National standards).
- The Director will ensure safe work practices and environment in the Liver and Intestinal Transplant Department in accordance with Austin Health Policies as varied from time to time.

Teaching, Training and Research

- Contribute to the supervision, education and training of junior medical, nursing and other clinical staff, including participating in their performance appraisal and feedback processes.
- Participate in both undergraduate and postgraduate teaching activities.
- Commitment to facilitate, conduct and participate in clinical and/or basic research.
- Participate in the auditing and review of clinical practices to improve clinical outcomes.

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.

A Liver Transplant surgeon is a specialist surgeon who has obtained training and experience in the multidisciplinary approach to the diagnosis and treatment of patients with Hepatopancreatobiliary disorders requiring transplantation and provides leadership and devotes a major portion (over 50%) of their professional practice to these activities as well as Liver Transplant education and research.

All Liver Transplant Surgeons should be competent in the following areas.



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1. Surgical evaluation of liver transplant recipients, procurement of suitable livers or liver segments for transplantation, implantation of livers and surgical post-operative care. This is likely to be in partnership with a transplant hepatologist.
2. Management of patients with end stage liver disease
3. The selection of appropriate recipients for transplantation
4. Donor selection
5. Immediate post-operative and continuing inpatient care
6. The use of immunosuppressive therapy including side effects of the drugs and complications of immunosuppression
7. Differential diagnosis of liver dysfunction in the allograft recipient
8. Histological interpretation of allograft biopsies
9. Interpretation of ancillary tests for liver dysfunction
10. Surgical management of late complications
11. Long term outpatient care
12. Competent to perform all aspects of a liver transplant in unsupervised situations

This will be assumed if the **Liver Transplant Surgeon** has a Fellowship of the Royal Australasian College of Surgeons or equivalent and an ongoing continuous practice in this specialty **AND** has either:

- Two year post-fellowship transplant training in posts approved by the RACS Section of Transplant Surgery. This may be in conjunction with either post-fellowship training in hepatobiliary/upper GI surgery or transplantation of other abdominal organs
- Cumulative experience that matches the minimum liver transplant numbers for the College, and within a three year period, and in a transplant centre that conducts and reports appropriate clinical outcome audit processes

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, qualifications and experience as determined by the Director has been completed. This only applies to practice at Austin Health and its campuses. The Director is expected to apply guidelines from the respective specialist medical college and appropriate state, national and international guidelines.

List of specialty specific ESoCP OR None Identified

1. Ex situ Liver Surgery
2. Multivisceral transplantation
3. Intestinal Transplantation
4. OrganOx ex-vivo normothermic liver perfusion

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 Director and refer to the 'Introduction of a New Technology / Clinical Practice' policy on the HUB (<http://eppic//Document/1193>).



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For general accreditation the following need to be satisfied

- Demonstrated continuing professional development
- 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.

Selection criteria

Essential Knowledge and skills:

- A commitment to Austin Health values.
- Must be a registered Medical Practitioner in Australia with the Australian Health Practitioner Regulation Agency (AHPRA).
- Current Fellowship of the Royal Australasian College of Surgeons and additional expertise in Transplant Surgery.
- Have appropriate training and experience applicable to the field of Transplant Surgery.
- Sub-specialty interests strongly encouraged.
- Demonstrated advanced leadership capabilities including the ability to lead in a clinical and non-clinical context.
- Clear ability to manage the complex issues that pertain to bed access, patient flow and discharge practice across all aspects of patient care.
- Clear ability to design and implement improvement programs in relation to Specialist Clinic access and discharge.
- Demonstrated academic, audit, quality improvement, translational research or clinical research contribution in transplantation, hepatobiliary surgery, intestinal failure, organ retrieval, organ perfusion and/or surgical outcomes.
- Demonstrated teaching ability at undergraduate and postgraduate levels.
- High-level understanding of Clinical Governance and a passion for providing exceptional patient care.
- Demonstrated excellent organisational and management skills.
- Evidence of advanced communication skills including the ability to influence and liaise with a wide range of stakeholders.
- A commitment to excellence and in developing and improving performance in Liver Transplant at Austin Health.



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- A clear focus on engagement, teamwork and collaboration.
- Active involvement in professional Colleges and Societies, Associations and National/International bodies.
- Previous leadership experience at a senior level within a clinical unit.

Desirable but not essential:

- A sound understanding of information technology including clinical systems and applications relevant to the management of rostering and risk management reporting or as required for the role and/or department.
- An understanding of the complexities and challenges of public health.

Professional qualifications and registration requirements

- Must be a registered Medical Practitioner in Australia with the Australian Health Practitioner Regulation Agency (AHPRA).
- Fellowship of the Royal Australasian College of Surgeons or equivalent and an ongoing continuous practice in this specialty **AND** has either:
- Two year post-fellowship transplant training in posts approved by the RACS Section of Transplant Surgery. This may be in conjunction with either post-fellowship training in hepatobiliary/upper GI surgery or transplantation of other abdominal organs
- Cumulative experience that matches the minimum liver transplant numbers for the College, and within a three year period, and in a transplant centre that conducts and reports appropriate clinical outcome audit processes

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.*



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- 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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