

Position Description

Radiation Therapist Grade 1 (Fixed Term)

Classification:	RAD THER TECH GR1 Y1 – Y5
Business unit/department:	Radiation Oncology – ONJ Centre (Heidelberg Campus) Austin Health
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
Agreement:	Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026 Choose an item. Choose an item.
Employment type:	Fixed Term Full-Time or Part-Time
Hours per week:	Up to 38 hours
Reports to:	Radiation Therapy Manager Deputy Radiation Therapy Manager Clinical Lead Radiation Therapists
Direct reports:	N/A
Financial management:	Budget: N/A
Date:	March, 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

Working under the direction of the Charge and Deputy Charge Radiation Therapists, the Grade 1 RT is responsible for the delivery of radiotherapy planning and treatment according to all protocols, policies and standards detailed by the centre. Grade 1 RTs will strive to maintain effective communication with all clients and care for the needs of these clients as they undergo the planning and treatment processes. The Grade 1 RT is a vital part of a multidisciplinary team and is expected to participate in all care activities.

The Grade 1 RT maintains and updates skills through active participation in project groups and professional development. Grade 1 RTs are required to be adaptive to change, fast to learn and contribute, as required, to the development and implementation of new techniques and technologies which enhance the care we provide to clients during times of busy clinical requirements. The Grade 1 RT will contribute to the ongoing research and development activities of the department.

Austin Radiation Oncology

Austin Health Radiation Oncology sits within the Cancer Services Division and is delivered through the Olivia Newton-John Cancer Wellness & Research Centre (ONJ Centre). The service is committed to providing high-quality, patient-centred care that embraces new technologies, advanced treatment techniques, and innovative models of care to achieve the best possible outcomes for patients.

Radiation Oncology services are delivered across a networked model, with the ONJ Centre and the Ballarat Austin Radiation Oncology Centre (BAROC) partnering to provide radiotherapy services across north-eastern Melbourne and the Grampians region. This is complemented by outreach services, including remote consultations and a superficial skin treatment service at the Stawell Austin Radiation Oncology Service (SAROS), ensuring accessible, holistic cancer care across metropolitan and regional communities.

The ONJ Centre is equipped with state-of-the-art radiotherapy technology, including Siemens CT simulation with Vision RT 4DCT, Elekta linacs with advanced imaging and motion management, and a comprehensive suite of planning and verification systems such as Mosaic, MIM Maestro, and Mobius. It also delivers specialised services including gynaecological brachytherapy, superficial X-ray treatments, and leads the Victorian MRI Program with MR-guided radiotherapy supported by the Elekta Unity MR Linac and Philips Ingenia Ambition MRI.

Position responsibilities

Role Specific:

- Is responsible for the planning and/or delivery of radiation therapy for patients.
- Is responsible for the correct administration of all radiation therapy processes and procedures and actively contributes towards daily service delivery.
- Is responsible for monitoring and assessing the condition of all patients.
- Ensures established patient care standards are maintained.
- Follows established radiation safety practices.
- Demonstrates the ability to work positively within the team.
- Ensures that all documentation is accurate and completed in a professional and timely manner.
- Continually develops both personally & professionally to meet the changing needs of the profession and the centre
- Grade 1 RT will be rotated between treatment and planning including CT SIM and may be requested to work overtime

Selection criteria

Essential Knowledge and skills:

Values and Personal Qualities

- A commitment to Austin Health core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Demonstrated professional reliability, motivation, initiative and flexibility.

Qualification and Experience

- Qualified Radiation Therapist with current registration through AHPRA and a Victorian radiation use license.
- Current experience in planning & treatment delivery using Oncology Information Systems and other Clinical Applications.



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Communication and Teamwork

- Assist the Charge RT in the organisation of the unit's workload and demonstrate appropriate decision-making skills.
- Able to work independently and as part of a team, maintaining excellent open communication to promote a fair and positive environment.

Patient Care and Professional Development

- Ability to establish and maintain a professional rapport with patients and staff to facilitate the provision high quality, safe and ethical patient care.
- Demonstrated commitment to personal and professional development.

Quality and Education

- Willingness to engage with all centre policies, procedures and documentation requirements.
- Contributes to the review of incidents and nonconformities including development of agreed changes to practice ensuring a safe work environment.
- Assist in the orientation of new staff and supervision of students, interns and other learners.

Desirable but not essential:

- Demonstrable interest and eagerness to participate in further professional development and research activities.
- Experience in working at more than one centre locally, interstate or overseas.
- Willingness and potential to contribute to promotion of the department through presentation, publication or other activities.

Professional qualifications and registration requirements

- Qualified Radiation Therapist with current registration from **AHPRA**
- Eligible for **Radiation Users Licence** with the Victorian Department of Health and Human Services.

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.



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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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