

Position Description

Position Title: Grade 3 Radiographer - Clinical Educator

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| Classification: | Medical Imaging Technologist, Grade 3 (AT6-AT9) |
| Business unit/department: | Radiology |
| Work location: | Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/> Royal Talbot Rehabilitation Centre <input checked="" type="checkbox"/> Other <input type="checkbox"/> (please specify) |
| Agreement: | Allied Health Professionals (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021-2026 |
| Employment type: | Full-Time |
| Hours per week: | 40 |
| Reports to: | Tutor Radiographer |
| Direct reports: | Nil employees |
| Financial management: | Budget: N/A |
| Date: | Dec 2025 |

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 position objective of the Grade 3 Clinical Educator is to help ensure high clinical practice standards within Radiology by developing examination techniques, policies, supervision models, improvement initiatives, and Continuous Professional Development (CPD) programs in collaboration with the Tutor Radiographer.

This role assists in the management of educational partnerships and clinical placement orientation, rostering, training and support of students. Additionally, the Grade 3 Clinical Educator helps support the Grade 1 and 2 Radiographer Program for onboarding, training, development and credentialling. Both responsibilities are key for creating safe integration, reviewing and maintaining competency, and supporting progression for staff within Radiology.

Through collaborative guidance, peer learning, educational promotion, mentoring and recognition of achievements, the Grade 3 Clinical Educator helps the Tutor Radiographer to foster a positive culture of professional growth and continuous improvement across the department.

The Grade 3 Clinical Educator will support and facilitate the delivery of clinical education which is innovative and responsive to the needs of Allied Health Professionals and enhances contemporary and emerging clinical and professional practice within Radiology.

The Grade 3 Clinical Educator, in partnership with the Tutor Radiographer and supported by Allied Health Clinical Education Leads and Discipline Specific Allied Health Clinical Educators, enhances clinical education quality through contemporary teaching, learning, and assessment practices. This role involves designing and delivering educational programs, fostering continuous professional development, and collaborating with the Clinical Education Unit and discipline-specific leaders to develop, implement, and evaluate education strategies for Allied Health professionals, assistants, and students at Austin Health.

This role will report to the Tutor Radiographer.

About Radiology

Austin Health Radiology Department is a tertiary level service, providing a very broad range of diagnostic and interventional services, with current rapid growth in emergency department, complex specialty CT and MRI imaging, and interventional services. The department undertakes approximately 200,000 examinations per year, with services provided across 3 campuses – Austin Hospital, Heidelberg Repatriation Hospital and Royal Talbot Rehabilitation Centre.

The Austin Radiology department provides an extensive range of services to inpatient, emergency and outpatient clinics including a large private referral base. The range of services includes X-ray, Fluoroscopy, Ultrasound, CT, MRI, Theatre, and Angiography.

The Repatriation department provides radiology services to a large volume of outpatient clinics, externally referred patients (from both GPs and Specialist services) and some inpatients. The range of services includes X-ray, Ultrasound, Mammography, CT, Fluoroscopy, Theatre, and minor interventional services.

Royal Talbot Rehabilitation Centre is serviced 2 days per week with general x-ray services.

Position responsibilities

Role Specific:

In conjunction with the Tutor Radiographer, the Grade 3 Clinical Educator role will help develop and deliver contemporary clinical education programs, which align with the Allied Health Clinical Education vision to build clinician capacity in clinical and professional practice.

Education Leadership

In conjunction with the Tutor Radiographer:

- Provision of expertise and specialist knowledge of evidence based clinical education paradigms and frameworks.
- Helps to co-ordinate and deliver education programs which are consistent with the clinical and non-clinical capability needs of clinicians within radiography.
- Initiates and promotes innovative design, development and evaluation of education programs and



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resources including appropriate use of e-learning, simulation, point of care and instructional methods of education.

- Contribute to the development and implementation of the Allied Health Clinical Education Plan as required.
- Promote and maintain the values and principles that underpin best practice in relation to clinical education, including those that maximise inter-professional learning opportunities.
- Maintain formal communication processes with key stakeholders internally and externally, including representation at relevant meetings and the preparation and submission of reports which contribute to maintaining education records as required.

Education and Training

In conjunction with the Tutor Radiographer:

- Work collaboratively with the CEU and Allied Health Directors/Managers/Educators to deliver clinical education programs which are based on contemporary models of education and support and enhance clinician capability and professional practice.
- Identify and review opportunities for improvement for relevant education programs across the continuum of entry to practice, new graduates, postgraduates and ongoing professional development of radiographers and assistants in conjunction with allied health workforce planning initiatives
- With collaboration, and support from the Allied Health Education Lead role, coordinate, promote and deliver clinical education to support the needs of Allied Health professionals, assistants and students at Austin Health that applies relevant best practice education principles and teaching strategies.
- Identify and develop innovative interprofessional learning opportunities in areas such as simulation and e-learning packages.
- Promote and organise access to relevant existing training modules / processes / frameworks within the organisation and externally.
- Provide mentoring and educational support to staff as well as teaching, lecturing and educational delivery for learners across the career lifespan.
- Establish relationships with relevant professional bodies, ensuring staff are aware of the educational opportunities available.
- Liaise with higher education and vocational education partners to ensure that the relationship is positive and congruent with the needs of both parties.
- Help lead the development, implementation and maintenance of the orientation and training program for Grade 1 Radiographers, in collaboration with Grade 4 Modality Supervisors.
- In conjunction with other senior staff, perform new Grade 1 and Grade 2 staff member baseline competency assessments – minimum skillset (X-ray, Theatre, Fluoro, +/- supervision etc) upon commencement
- Provide ongoing support and evaluation to ensure successful transition and development of new and junior staff – eg competency monitoring, mentoring/advice, involvement in probation period reviews, conduct Performance Review and Development (PRD) discussions.
- Organise and/or deliver teaching where appropriate and develop and maintain a library of teaching and reference material.
- Provide support in developing and contributing to the credentialing and skills assessment of Grade 1 and Grade 2 staff.



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- Contribute to reviews and discussions relating to staff reclassification requests, and staff opportunities to undertake specialist modalities training
- Liaise with modality leaders to organise, supervise, and provide appropriate clinical placement rotations to meet the educational objectives of student Radiographers
- Utilise Placeright (or equivalent) to document student placement activity and facilitate student placement fee invoicing.

Education and Professional Development

- Maintain a high standard of knowledge by participating in relevant professional development and research activities
- Engage with peers in scholarly discussion and critical inquiry, addressing educational and practice-based problems
- Role model ongoing professional development, reflective practice and advocate for education.
- Help coordinate and facilitate the Radiographer Team Education Program (calendar, events, specialty workshops)
- Lead and support staff in the preparation of presentations and publications.
- Encourage and facilitate participation in professional educational activities.

Education environment quality and safety

In conjunction with the Tutor Radiographer:

- Develop education initiatives which align with current accreditation requirements of the National Safety and Quality Health Service (NSQHS) Standards.
- Identify risks and opportunities for improvement through the development of targeted education programs and initiatives
- Promote and drive a culture of continuous improvement by evaluating the quality and outcomes of education programs, including their relationship to patient care
- Demonstrates complex clinical knowledge and abilities within own specialty field/s.
- Develop and uphold high standards of clinical practice.
- Understand the principles of safety in the practice of radiography and implement safe practices.
- Provide clinical leadership and local supervision for staff and students.
- Contribute to the development and refinement of examination techniques, policies, and procedures.
- Keep Radiology in alignment with the best clinical and evidence-based practices.
- Develop, document, implement and manage the X-ray Quality Assurance program, and associated performance assessments.
- Contribute to the development and implementation of QA programs for other equipment and performance indicators in collaboration with department/modality and Medical Physics leaders
- Other duties as required



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Selection criteria

Essential Knowledge and skills:

- Possession of Medical Radiation Practitioner registration by the Australian Health Practitioner Regulation Agency (AHPRA) or hold a qualification and have the clinical experience necessary to be eligible for such registration.
- As a guide, at least 7 years' experience within Radiography
- Proficiency in core imaging areas of X-ray, Theatre, and Fluoro, and competency in CT.
- Experience and expertise in the provision of clinical education, supervision, mentoring to staff and students
- Knowledge and understanding of adult learning theories and principles in the workplace
- Demonstrated competence in a leadership role and the ability to unite teams to achieve common objectives
- Demonstrated ability to promote the professional competence of other staff
- Advanced communication skills, including interpersonal, liaison and negotiating skills with the ability to network effectively in the design and delivery of clinical training initiatives
- Demonstrated problem solving ability with capacity to identify clinical education needs and trends and develop innovative programs and approaches
- Ability to provide and maintain ongoing education and training programs.
- Extensive radiographic skills and experience in a hospital setting.
- Strong desire and ability to foster a supportive and positive environment.
- Excellent knowledge of medical imaging techniques and equipment and a high standard of practice, as demonstrated by previous performance, publications and presentations
- Demonstrated understanding of the role of medical imaging procedures as they relate to medical practice and the ability to make the required clinical judgements.
- Demonstrated ability to accept administrative responsibility.
- Evidence of appropriate CPD involvement and encouragement.
- High level computer literacy
- Understanding of clinical placements within the Victorian context.

Desirable but not essential:

- Holds or working towards post graduate qualifications in radiography, education, workplace training, or other relevant field
- Knowledge and experience in interprofessional education models
- Experience developing and/or implementing teaching programs.
- Knowledge and experience in quality improvement and clinical research activities
- Knowledge and experience in eLearning
- Ability to design and document protocols and procedures.
- Demonstrated analytical, project management and report writing skills
- Practical experience with various Digital Radiography, PACS, RIS and other digital system platforms.
- Specialist modality experience (eg CT, DSA, Mammography, MRI)
- Knowledge of applicable regulations affecting practice and qualification for registration in Victoria



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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.



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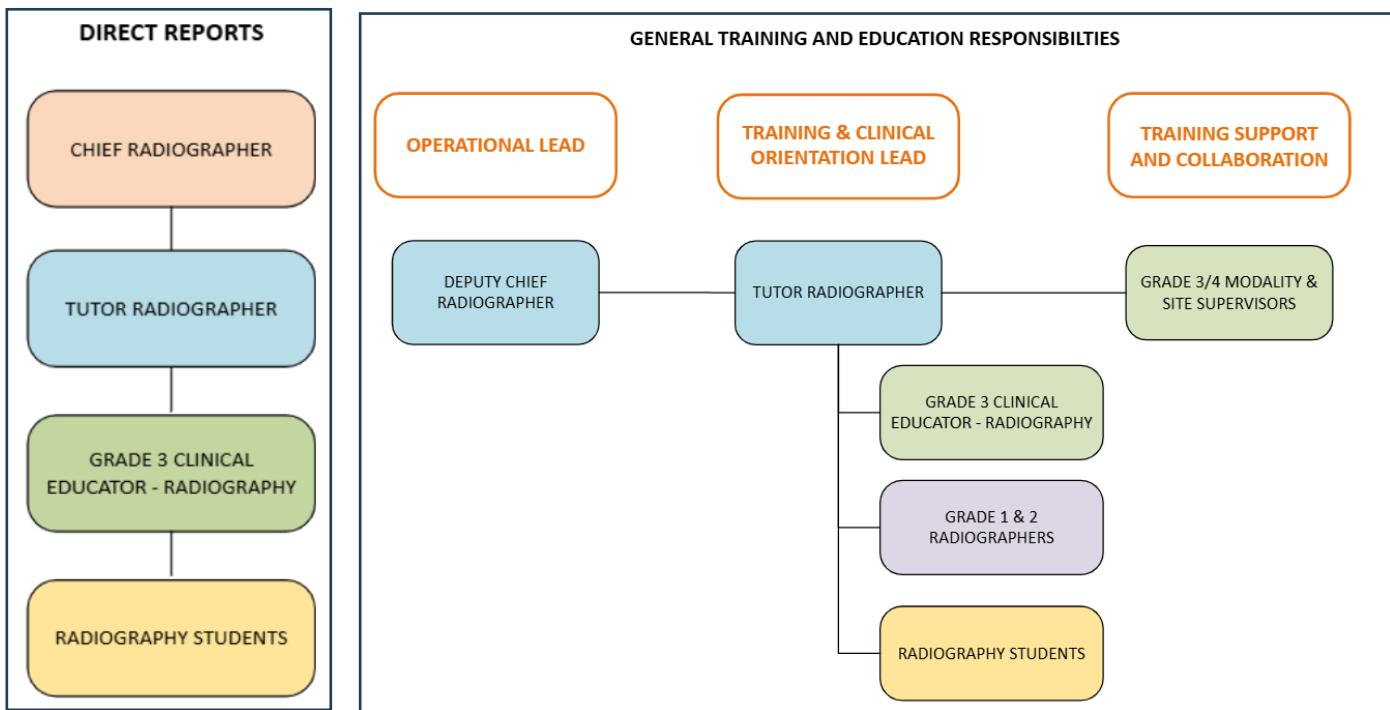


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Direct Reports and Training Responsibilities



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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