

Position Description

Medical Scientist – Grade 1

Classification:	RX1-RX7 Medical Scientist - Grade 1
Business unit/department:	Pathology
Work location:	Austin Hospital <input type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
Employment type:	Parental leave cover
Hours per week:	Full time or part time - hours as per contract
Reports to:	Regional Laboratory Manager or Principal Scientist
Direct reports:	N/A
Financial management:	N/A
Date:	July 2025

Position purpose

The Grade 1 Medical Scientist performs a wide range of diagnostic tests and procedures across all pathology disciplines, including haematology, microbiology, biochemistry, histopathology, cytology, immunology, and molecular biology. The role requires independent operation in accordance with documented protocols to ensure the delivery of accurate and timely results that support clinical decision-making.

The Grade 1 Medical Scientist is responsible for operating and maintaining automated laboratory equipment, including calibration, maintenance, and quality control procedures. Depending on the discipline, the role may require specialist expertise to ensure testing is performed to the highest standards of precision and reliability.

About the Directorate/Division/Department

Austin Health Pathology is a dynamic and growing department within Austin Health, dedicated to delivering high-quality diagnostic services across metropolitan Melbourne and regional Victoria. We proudly support Austin Health, the Mercy Hospital for Women, and a wide network of GPs and specialists.

We are currently expanding into the Hume and Loddon Mallee regions, strengthening our presence and accessibility in regional communities through a network of laboratories, collection centres and point-of-care services.

Our accredited laboratories provide a full range of diagnostic services—from routine testing to complex investigations—supported by expert advice and a strong commitment to research, education, and innovation.

As a university teaching hospital, we offer rich opportunities for learning and collaboration. Our team contributes to formal education programs for students and actively participates in research, development, and clinical trials.

Our regional laboratories deliver core pathology services tailored to meet the needs of their local communities, with the backing and support of our main 24/7 laboratory at the Heidelberg campus, which offers a full suite of diagnostic capabilities including Anatomical Pathology, Biochemistry, Blood Transfusion, Haematology, Microbiology, and Molecular Diagnostics.

This period of growth marks a significant chapter for Austin Health Pathology. We are proud to be strengthening our services and continuing to advance diagnostic care across Victoria

Position responsibilities

- Perform diagnostic testing across all pathology disciplines (e.g., haematology, microbiology, biochemistry, histopathology, cytology, immunology, molecular biology) in accordance with documented procedures.
- Operate, maintain, and calibrate laboratory equipment to ensure optimal performance and reliability.
- Conduct quality control (QC) procedures on all equipment and assays, ensuring compliance with documented protocols.
- Validate test results with attention to clinically acceptable turnaround times and escalate any anomalies or concerns.
- Communicate results to clients and clinical teams in accordance with established procedures and confidentiality standards.
- Ensure pathology service key performance indicators (KPIs) for turnaround time are consistently met.
- Participate in rotating 24/7 and on-call rosters to support continuous laboratory operations.
- Advise senior scientists of any instrument malfunctions, QC failures, or other technical issues promptly.
- Participate in the department's documented training policy, ensuring all training activities are recorded appropriately.
- Contribute to the monitoring and evaluation of external quality assurance (EQA) programs to maintain service excellence.
- Maintain accurate and timely documentation of all laboratory activities, including test records, QC logs, and maintenance reports.
- Apply discipline-specific expertise to ensure testing is performed to the highest standards of precision and reliability.



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Selection criteria

Essential skills and experience:

- Demonstrated understanding of laboratory techniques and principles across multiple pathology disciplines.
- Ability to operate and maintain automated laboratory equipment with precision.
- Strong attention to detail and commitment to accuracy.
- Effective communication and interpersonal skills.
- Familiarity with laboratory information systems and digital reporting tools.
- Knowledge of workplace health and safety and infection control protocols.
- Commitment to professional development and continuous improvement.
- Depending on the discipline (e.g., microbiology, histology, cytology), specialist experience and technical expertise may be required to meet testing standards and regulatory expectations.
- Professional approach to enhancing patient care and the provision of pathology services.
- Ability to work independently with minimal supervision, and collaboratively as part of a team.

Desirable but not essential:

- Eligibility for membership with the Australian Institute of Medical and Clinical Scientists (AIMS).
- Experience working in a NATA-accredited laboratory environment.
- Exposure to regional or multi-site laboratory operations.
- Participation in student supervision or mentoring programs.
- Experience with laboratory automation and middleware systems.
- Awareness of current trends in pathology and diagnostic technologies.
- Ability to contribute to continuous improvement initiatives.

Professional qualifications and registration requirements

- Tertiary degree in Medical Laboratory Science or equivalent or as defined by NPAAC for a Scientist.

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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