

Position Description

Locum HPB & Liver Transplant Surgeon

Classification:	As per contract
Business unit/department:	Division of Surgery, Anaesthesia and 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:	Casual
Hours per week:	N/A
Reports to:	Director of HPB & Liver Transplant Surgery Unit
Direct reports:	N/A
Financial management:	N/A
Date:	September 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

A senior medical specialist in the Hepato-Pancreato-Biliary & Liver Transplant (HPB & LT) Surgery Unit is required to perform the duties of the position efficiently, according to the policies and procedures of the HPB & LT Surgery Unit and comply with the Austin Health Policies including participating in the Austin Health performance appraisal programme.

The HPB & LT Surgery Unit at Austin Health is supported by the University of Melbourne Department of Surgery to develop the unit as a world class academic surgery unit encompassing clinical outcomes, technical innovation, surgical research (clinical, translational and basic science), surgical training, advanced HPB & Liver Transplant fellowship and fiscally responsible administration.

The appointee will report to the Director of HPB & Liver Transplant Surgery Unit to realize the delivery of contemporary, innovative and patient focused care within the health system.

As a major teaching and training hospital, the unit works closely with the Clinical Education Unit and general surgical supervisors to provide a comprehensive and supportive teaching environment.

About the Directorate/Division/Department

The HPB & Liver Transplant Surgery Unit is part of the Division of Surgery, Anaesthesia & Procedural Medicine (SAPM). It is responsible for the provision of services within the specialty of HPB and General Surgery to patients across Austin Health (Austin Hospital and Heidelberg Repatriation Hospital) including after-hours on-call service.

The unit provides tertiary support to regional Victorian and Tasmanian centres and provides state-wide surgical services for adult and paediatric liver transplantation, multi-organ retrieval and multi-visceral transplant service for the Victorian Liver Transplant Unit (VLTU).

The Unit is committed to the provision of high-quality patient care and maintains ongoing commitment to innovation in clinical practice, surgical research and surgical education for surgical trainees, junior doctors and medical students. Also provided is a consultative service for other Units with Austin Health.

The HPB & Liver Transplant Surgery Unit is supported by a Divisional Manager, Quality Coordinator, Finance, HR and Business Support as part of the SAPM Division.

The specialist surgeon is expected to provide high level surgical services within their approved scope of clinical practice. There is an expectation for the specialist surgeon to focus on a clinical sub-specialty stream as well as develop an area of interest in non-clinical expertise. This is a senior medical staff position and carries with it the professional responsibilities of clinical leadership, teaching and training as well as some administrative requirements.

Position responsibilities

Role Specific, Reliable, Safe, Patient-Centred Care:

- Participate in the delivery of high quality, safe, coordinated, efficient and effective patient-centred care in General, HPB & LT Surgery.
- Promote a culture of quality and patient safety within the Unit including accountability for performance, continuous improvement and open disclosure where required.
- Participate in multidisciplinary clinics/meetings for optimum planning of patient management and treatment with other health professionals in the hospital.
- Participate in an on-call and a consultative service to other Units as required.
- Participate in Unit activities to comply with Austin Health quality and safety systems, including:
 - Effective and transparent clinical audit systems;
 - Incident reporting and timely review;
 - Risk identification and management;
 - Supporting policies, procedures, guidelines and care-sets.
- Participate in robust review and evaluation of services, projects, quality improvement and risk management initiatives within the Unit.
- Support the director in maximizing revenue generation for the HPB & Liver Transplant Surgery Unit.

Teaching, Training & Research:

- Undertake some of the activities listed below as directed by the Director, HPB & LT Surgery Unit.
- 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 graduate student teaching activities.
- Commit to facilitate, conduct and participate in clinical, translational and/or basic research.
- Participate in the auditing and review of clinical practices to improve clinical outcomes.
- Participate in the development and implementation of research programs in collaboration with the multidisciplinary team.
- Support international best practice and participation in clinical trials



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- Complete Good Clinical Practice certification.
- Maintain appropriate documentation and retention of records to ensure compliance with GCP.
- Ensure monitoring and maintenance of quality of research within allocated resources.

Credentialing and Scope of Clinical Practice

Professionalism:

The members of the HPB & Liver Transplant Surgery Unit pride ourselves on professional behaviour in all our interactions. The appointment to this unit will require referee reports as well as independent medical workforce review from previous employers.

Core Scope of Clinical Practice:

Procedures, therapies and competencies that a Fellow from the respective specialist medical college would be competent in practicing.

The applicant is required to have completed the following level of training:

- Training and experience in the multidisciplinary approach to the diagnosis and treatment of patients with general surgical emergencies and appropriate elective abdominal conditions.
- Post fellowship training and experience in the multidisciplinary approach to the diagnosis and treatment of patients with HPB disorders of a minimum 24 months. Expectation of a major portion (> 50%) of their professional practice to these activities.
- Post fellowship training and experience in all aspects of liver transplantation including pre transplant assessment, operative and peri- and post-operative management as well as multi-organ retrieval procedures for a minimum period of 12 months.

These constitute the minimum requirement for appointment to the unit and will be assumed if the following conditions are satisfied:

- General Surgery Fellowship of the Royal Australasian College of Surgeons
- HPB & Liver Transplantation Surgery training as recognized by the Australian and New Zealand Hepatic, Pancreatic & Biliary Association (ANZHPBA) or equivalent training as determined by consensus within unit members.
- Australian and New Zealand Certificate of Post Fellowship Education and Training in Transplantation Surgery as recognized by General Surgeons Australia Post Fellowship Education and Training or equivalent training as determined by consensus within unit members.
- HPB and / or Liver Transplantation Surgery at a recognized international centre for a minimum of 12 months.

Regency of Practice:

Applicants must demonstrate recency of practice in General Surgery, HPB Surgery and Liver Transplantation in post fellowship positions within the past 24 months. This should include elective and on-call General Surgery experience, elective and on-call HPB surgery, liver transplantation and multi-organ retrieval.

Appropriateness of recency of practice will be confirmed by consensus amongst the unit members.



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Extended Scope of Clinical Practice:

Procedures, therapies and competencies that a Fellow from the respective specialist medical college or sub-specialty societies would be competent in practicing after additional training, qualifications and experience has been completed.

This will be determined by consensus from the unit members applying guidelines from the respective specialist medical college/Sub-Specialty Society and appropriate state, national and international guidelines.

The decision is subject to verification and confirmation by the Divisional Medical Director or an appropriate delegate. This only applies to practice at Austin Health and its campuses.

Extended scope of practice in at least one clinical area is an essential criterion for appointment to the unit. Full qualification in the area in which extended scope is intended is not necessary at the time of appointment providing the unit and the appointee have established a plan for completion of training to the appropriate standards.

Extended scope of clinical practice may include but is not limited to the following areas:

1. Paediatric liver transplantation
2. Multi-visceral transplantation
3. Split liver donor procedure and split liver transplantation
4. Renal transplantation
5. Living donor liver resection and living donor transplantation
6. Advanced organ perfusion techniques, such as normothermic regional perfusion and normothermic machine perfusion.
7. Ex situ liver surgery
8. Advanced pancreatic surgery including extended and arterial resections
9. Robot assisted minimally invasive HPB surgery
10. Advanced endoscopy including ERCP (CCRTGE credentialing required)
11. Endoscopic ultrasound

Specific Extended Scope of Clinical Practice: Robotic HPB Surgery

This position is specifically aimed at investing and developing robotic HPB surgery experience within the unit. To this end the following requirements are essential for appointment:

- Minimum of 12 months experience in an overseas centre of excellence in Paediatric liver transplantation
- Minimum of 12 months experience in an overseas centre of excellence in Adult liver, renal, pancreas and multi-visceral transplantation
- Minimum of 12 months experience in an overseas centre of excellence in Adult and paediatric living donor transplantation
- Exposure to transplantation oncology in liver transplantation

Non-Clinical/Non-Technical Area of Expertise:

As an academic surgical unit with the intention of continuing to develop as a national and world leader, members of the unit are expected to develop an interest in at least one non-technical area.

Extended scope of practice in at least one non-clinical/non-technical area is an essential criterion for appointment to the unit. Successful appointees will need to demonstrate a track record in one such area and a strategy to develop that expertise further within the unit. They will be offered portfolios within the unit for such areas of expertise.



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Full qualification in the area in which extended scope is intended is not necessary at the time of appointment providing the unit and the appointee have established a plan for completion of training to the appropriate standards.

Extended scope of non-clinical/ non-technical practice may include but is not limited to the following areas:

1. Surgical research: Clinical, Translational or Basic Sciences. This includes supervision of research higher degree students, trainees, JDOCs and medical students.
2. Surgical education: Establishing education and training within the unit for fellows, trainees and JDOCs as well as contributing to the hospital-based teaching and university education. This would include methods of evaluation, assessment and remediation.
3. Surgical simulation in teaching, training and patient care.
4. Surgical Audit and Quality Improvement.
5. Data acquisition, management and evaluation.
6. Developing patient centred outcome measures including Quality of Life (QOL), Patient Reported Outcome Measures (PROM) and Patient Reported Experience Measures (PREM).
7. Epidemiology & Health Economics.
8. Evidence based Protocol Development for unit and hospital.

Selection criteria

Essential Criteria

- A commitment to Austin Health values.
- Registration as Medical Practitioner in Australia with the Australian Health Practitioner Regulation Agency (AHPRA).
- Fellowship of the Royal Australasian College of Surgeons (FRACS)
- HPB & Liver Transplantation Surgery training as recognized by the Australian and New Zealand Hepatic, Pancreatic & Biliary Association (ANZHPBA) or equivalent training as determined by consensus within unit members.
- Australian and New Zealand Certificate of Post Fellowship Education and Training in Transplantation Surgery as recognized by General Surgeons Australia Post Fellowship Education and Training or equivalent training as determined by consensus within unit members.
- HPB & Liver Transplantation Surgery at a recognized international centre of a minimum of 12 months.
- One or more areas of extended scope of clinical practice with experience & intention for development.
- One or more areas of extended scope of non-clinical/technical practice with experience & intention for development.
- Academic excellence, including excellence in research in the field of Hepatobiliary & Transplantation Surgery.

Highly desirable criteria

- Higher degree in medical/surgical education (PhD, Masters, Diploma or Graduate Certificate).
- Demonstrated teaching ability at undergraduate and postgraduate levels.
- Clinical Governance, Quality improvement and a passion for providing exceptional patient care.
- Demonstrated excellent organizational 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 HPB & LT Surgery Unit at Austin Health.
- A clear focus on engagement, teamwork and collaboration.



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- Active involvement in professional Colleges and Societies, Associations and National/International bodies.

Professional qualifications and registration requirements

- Registration as Medical Practitioner in Australia with the Australian Health Practitioner Regulation Agency (AHPRA).
- Fellowship of the Royal Australasian College of Surgeons.
- HPB & Liver Transplantation Surgery training as recognized by the Australian and New Zealand Hepatic, Pancreatic & Biliary Association (ANZHPBA) or equivalent training as determined by consensus within unit members.
- Australian and New Zealand Certificate of Post Fellowship Education and Training in Transplantation Surgery as recognized by General Surgeons Australia Post Fellowship Education and Training or equivalent training as determined by consensus within unit members.

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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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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