Position Description

Medical Scientist – Grade 2

Classification:	Medical Scientist Grade 2 (RY4-RY7)
Business unit/department:	Pathology
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
Employment type:	Part-Time
Hours per week:	16
Reports to:	Principal Scientist
Direct reports:	N/A
Financial management:	N/A
Date:	November 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

The Grade 2 Medical Scientist performs a wide range of diagnostic tests and procedures across all pathology disciplines, with responsibilities that reflect advanced expertise, leadership, and supervisory
duties.

This role includes supervising junior staff, leading quality initiatives, and acting as a deputy to senior scientists. The Grade 2 Scientist applies specialist knowledge and experience to ensure the highest standards of diagnostic accuracy, efficiency, and innovation.

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 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.
- Provide supervision and mentorship to Grade 1 Scientists and laboratory staff.
- Lead or coordinate quality assurance programs and audits within the department.
- Participate in validation of new testing protocols or instrumentation.

- Act as a deputy to the senior scientist or manager in their absence.

Selection criteria

Essential skills and experience:

- Demonstrated leadership or supervisory experience in a pathology laboratory.
- Recognised expertise in a specialist area of pathology.
- Proven ability to manage complex cases or troubleshoot advanced instrumentation.
- Experience in training, mentoring, or coordinating junior staff.
- 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.
- 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:

- Demonstrated leadership in quality improvement or accreditation processes.
- Experience supervising or mentoring junior staff or students.
- Involvement in the development or validation of new assays or technologies.
- Contribution to research publications, audits, or conference presentations.
- Advanced knowledge in a specialist discipline (e.g., molecular diagnostics, cytogenetics).
- Experience acting as a deputy or team lead in a laboratory setting.
- Participation in interdepartmental committees or working groups.
- Postgraduate qualifications or ongoing study in a relevant scientific field.

Professional qualifications and registration requirements

- Tertiary degree in Medical Laboratory Science or equivalent or as defined by NPAAC for a Scientist.
- CT(ASC) exam
- Gynae thin prep Cytology certification

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.

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.