Position Description

Medical Specialist

Classification:	Medical Specialist
Business unit/department:	Medical Oncology
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
Agreement:	Medical Specialists (Victorian Public Health Sector) (AMA Victoria/ASMOF) (Single Interest Employers) Enterprise Agreement 2022-2026
	Choose an item.
	Choose an item.
Employment type:	Part-Time
Hours per week:	17.5
Reports to:	Director, Medical Oncology
Direct reports:	N/A
Financial management:	Budget: N/A
Date:	November 2026

We acknowledge the Traditional Custodians of the land on which Austin Health operates, the Wurundjeri 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. We acknowledge the deep and enduring connection that First Nations Peoples have to this land, and we honour their strength, resilience, and leadership. We are committed to creating a culturally safe and supportive workplace where Aboriginal and Torres Strait Islander voices are heard, valued, and empowered.

Position purpose

The Medical Oncologist in this position holds a leadership role within the Medical Oncology unit as a Tumour Stream Lead in Breast Oncology.

The position provides clinical management and treatment of patients including:

- Consultative, diagnostic, procedural, and outpatient specialty services;
- Undergraduate and postgraduate teaching, research and supervision;
- Participation in quality activities, professional development and continuing education; and,
- Leadership in clinical service delivery in breast oncology.

The appointee will perform the duties of this position efficiently to the standards of the Medical Oncology department, including participating in the performance appraisal programmes.

About Medical Oncology

Medical and Cancer Services Division

The Medical and Cancer Services Division is one of six divisions within the Chief Operations Officer Directorate of Austin Health. The Division's clinical services operate across all three Austin Health campuses and Ballarat Health Services (BHS) within the Ballarat Regional Integrated Cancer Centre (BRICC) and comprise a complex range of national, state-wide organisational wide and speciality clinical services.

Cancer Services

Austin Health is one of the largest cancer service providers in Victoria. A complete range of services are delivered to patients and their families, including medical oncology, clinical haematology, radiation oncology (Austin Health and BHS), cancer genetics, palliative care, wellness and supportive care programs, an active volunteer program and specialist cancer surgery (managed via a separate Division). These are all provided in an environment that integrates research, teaching and training.

Austin Health has recently undertaken a major redevelopment of the Cancer Services physical facilities. All Austin Health metropolitan based Cancer Services are now delivered within the Olivia Newton-John Cancer Research and Wellness Centre (ONJCRWC) at the Austin Hospital. This state of the art facility provides a new model of individualised cancer care for patients and their families.

Clinical Services are provided in a range of inpatient and ambulatory settings. Inpatient services include an acute oncology/clinical haematology ward, an oncology/surgical oncology ward and a palliative care ward. Ambulatory services include Radiation Oncology, Day Oncology, Apheresis, and multidisciplinary cancer clinics.

A Cancer Clinical Trials Centre manages trials in inpatient and ambulatory settings. Cancer Services has a strong research focus that is recognised internationally, and has a close affiliation with the Olivia Newton-John Cancer Research Institute (ONJCRI).

The Olivia Newton-John Cancer Research Institute (ONJCRI) has been established, with a focus on world-class basic and translational cancer research. The ONJCRI is the successor to the Ludwig Institute for Cancer Research (LICR), based at the Olivia Newton-John Cancer Research & Wellness Centre at the Austin Hospital in Heidelberg.

The ONJCRI has entered into a research collaboration agreement with La Trobe University resulting in the creation of the School of Cancer Medicine at the ONJCRI site, associated with the La Trobe Institute for Molecular Sciences (LIMS) within the Faculty of Science, Health and Engineering. The strategic co-location of research laboratories and research training within a clinical environment enables clinicians and researchers to work together to integrate clinical medicine with basic and translational cancer research for the ultimate benefit of cancer patients.

Austin Health is also the host agency for the North-Eastern Metropolitan Integrated Cancer Service (NEMICS), a cancer care network which also includes Eastern Health, Northern Health and Mercy Hospital for Women. NEMICS is responsible for co-ordinating and supporting a number of cancer improvement initiatives at Austin Health and other sites. Austin Health is also a key member and supporter of the North and West Metropolitan Region Palliative Care Consortium.

Position responsibilities

Role Specific:

As the Tumour Stream Lead:

- Provide clinical specialization and leadership in breast oncology, including but not limited to:
- Leadership in outpatient clinics
- Leadership and governance of oncology participation in multidisciplinary meetings (MDM's)
- Governance of protocol development and review of breast-oncology protocols including alignment of relevant protocols in the department manual and Cerner Oncology regimens
- Coordination of research and clinical trial activity in breast oncology, including substantive principal investigator roles and ensuring optimal research activity and governance. This includes development and maintenance of a comprehensive trial portfolio, supervision of research fellows, leadership of the relevant trials team and participation in the trials team meetings.
- Leadership of quality monitoring and service improvement in breast oncology, including but not limited to alignment with the Cancer Optimal Care Pathways and DHHS performance and quality indicators
- Ensuring optimal integration of wellness and supportive care, and optimization of the patient experience in breast oncology.

Role Generic:

- Be responsible for the care of inpatients and outpatients with cancer at Austin Health, and associated hospitals
- Rostered clinical duties include inpatient ward service (as directed by the Head of Department) and attendance at outpatient clinics and day oncology as directed by the Head of Department)
- Partake in on-call duties equitably with colleagues
- Be fully involved in the clinical research activities of the Unit.
- Undertake a major role in undergraduate and postgraduate teaching as required
- Attend and actively participate in medical oncology Departmental Unit meetings
- Attend and actively participate in the Medical Oncology Senior Staff Meeting
- To assist the Director in administrative duties as required including participation in committees and interview panels
- To assist in the evaluation of the delivery of services and in implementing appropriate quality and risk management initiatives.
- Demonstrate a commitment to working as a team member with peer medical, junior medical, nursing and other clinical staff to provide efficient, safe and quality care across the continuum.

Teaching, Training and Research:

- 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 both undergraduate and postgraduate teaching activities.
- Commitment to facilitate, conduct and participate in clinical and/or basic research.
- Participate in the auditing and review of clinical practice to improve clinical outcomes.

Credentialing and Scope of Clinical Practice

Core Scope of Clinical Practice – Procedures, therapies and competencies that a Fellow from the respective specialist medical college would be competent in practicing. This only applies to practice at Austin Health and its campuses/services.

All Medical Oncologists should be competent in the following areas.

- have knowledge of the nature, pathology, natural history, epidemiology, and genetics of human malignant disease
- have experience in the methods of investigation and management of patients with malignancy, including screening for early detection and diagnosis by appropriate methods such as clinical examination, pathological techniques, and imaging procedures
- have an adequate understanding of the pharmacology, pharmacokinetics, use and side effects of anti-neoplastic drugs, including cytotoxics, hormonal therapies, molecular targeted agents and biological agents
- be proficient in the prevention and treatment of the complications of malignant disease
- have experience in the supportive management of cancer patients, including symptom palliation and rehabilitation with particular emphasis on psychological and social support
- display high levels of communication skills
- have an understanding of the importance of a multidisciplinary approach to the management and treatment of malignant disease
- have an understanding of evolving areas of medical oncology, including geriatric oncology, adolescent/young adult patients, and survivorship issues
- have an understanding of the role of radiotherapy in the management of patients with cancer
- have an understanding of the role of palliative care in the management of patients with cancer
- be familiar with the role of curative and palliative surgery in the management of patients with malignancy
- have experience in the development of new agents, including protocol development and implementation
- have an understanding of the appropriate methods of statistical design and analysis, so as to evaluate research reports with an appropriate depth of understanding.

- **Medical Oncologists** should also be competent at the following procedures:
- Treat effusions by paracentesis, needle or intercostal catheter
- Perform a lumbar puncture and administer chemotherapy by that route
- Access and care for indwelling venous catheters
- Use a subcutaneous device to administer medication
- Recognise and solve the complications of a subcutaneous device
- Administer chemotherapy through an Ommaya reservoir

This will be assumed if the Medical Oncologist has a Fellowship of Royal Australasian College of Physicians in Medical Oncology or equivalent and an ongoing continuous practice in this specialty.

Extended Scope of Clinical Practice – Procedures, therapies and competencies that a Fellow from the respective specialist medical college would be competent in practicing after additional training, qualifications and experience as determined by the Director/Head of Unit.

The Director/Head of Unit is expected to apply guidelines from the respective specialist medical college and/or appropriate state, national and international bodies. Where guidelines are not explicitly available, the Director/Head of Unit must apply 'best-practice' principles to ensure safe clinical care.

- No Extended Scopes of Clinical Practice have been approved at Austin Health for Medical Oncology.

Emergency/Life threatening situation – In a medical emergency situation, any medical staff member who is credentialed at Austin Health is permitted to provide necessary patient care, as best able, and outside their defined scope of clinical practice in order to provide life-saving measures and/or to prevent serious harm.

Please note – Recognising the dynamic and rapidly advancing nature of medical practice, if you believe a novel competence, practice or procedure should be included within your specialty's scope of clinical practice, please speak to your Head of Unit and refer to the 'Introduction of a New Technology / Clinical Practice' policy on the Pulse.

For general accreditation the following need to be satisfied

- Demonstrated continuing professional development
- Regular attendance at audit
- Participation in one or more of the following
    - Teaching or research
    - Organising audit
    - Clinical governance
    - Other role within Austin Health but outside of the unit/specialty
    - College role

For each area where special expertise needs to be demonstrated
Some or all of the following criteria will be used to assess accreditation

- Specialist training or a specific fellowship
- Significant accumulated total experience in the field
- Recent experience (adequate number of cases per year in previous years)
- Satisfactory completion of an acceptable outside organisations credentialing requirements.

Selection criteria

Essential Knowledge and skills:

- A commitment to Austin Health values.
- Must be a registered Medical Practitioner in Australia with the Australian Health Practitioner Regulation Agency (AHPRA).
- Hold a Fellowship of the Royal Australasian College of Physicians or its equivalent
- Have appropriate training and experience applicable to the field of Medical Oncology
- Experience and a research track record in breast oncology
- Demonstrated experience and interest in clinical research
- Demonstrated commitment to high quality patient care.
- Demonstrated commitment and ongoing activity in research and/or clinical audit activities.
- Involvement in teaching and training of medical, technical and nursing staff, including at undergraduate and post-graduate level.
- Attendance and active involvement in relevant departmental, organisational and external meetings (i.e. College, Association and National/International bodies).
- Demonstrates engagement, teamwork and collaboration.
- Have demonstrated ability to communicate effectively at all levels.
- Have demonstrated understanding of, and commitment to Clinical Governance.

Desirable but not essential:

- Previous leadership skills and experience.
- A sound understanding of information technology including clinical systems.

Professional qualifications and registration requirements

- Must be a registered Medical Practitioner in Australia with the Australian Health Practitioner Regulation Agency (AHPRA).
- FRACP (Medical Oncology)

Quality, safety and risk

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 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 creating a culturally safe, inclusive and anti-racist environment for all staff, patients, consumers, carers and communities. We recognise that racism, discrimination and exclusion negatively impact health and wellbeing, and acknowledge the unique and ongoing effects of colonisation, dispossession and systemic inequities experienced by Aboriginal and Torres Strait Islander Peoples. We are committed to embedding cultural safety and inclusion across all levels of our health service, actively identifying and eliminating racism in all its forms, and equipping our people with the knowledge, skills and confidence to challenge racism, foster respect, and create a safer and more equitable experience for everyone.

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.