

Position Description

Consultant Laboratory Haematologist- Molecular Diagnostics

Classification:	HM33- HM41
Business unit/department:	Laboratory Haematology - Austin Pathology
Work location:	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	AMA Victoria - Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022-2026
	Choose an item.
	Choose an item.
Employment type:	Part-Time
Hours per week:	8
Reports to:	Director of Laboratory Haematology, Lead Molecular Haematologist
Direct reports:	N/A
Financial management:	N/A
Date:	July 2025

Austin Health 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.

Position purpose

This is a part-time, permanent position to help in the further expansion of Austin Pathology Services, including Bendigo Health.

The Consultant Laboratory Haematologist - Molecular Diagnostics, will help in the development of new assays, policies and guidelines in laboratory testing & interpretation/ reporting in Molecular Pathology with a substantive focus on Haematological disorders. In consultation with the Director Laboratory Haematology and the Supervising Molecular Haematologist, contribute to the strategic development of the Haematology Molecular Diagnostic service, to achieve a high quality and cost-efficient scope of testing for diagnosis, prognosis and monitoring (MRD testing) of Haematological disorders. Also, contribute to the development of molecular haematology assays in non- malignant domains (red cell genotyping, thalassaemia, foetal cell free DNA) and help to establish germline testing & curation workflow in the lab.

Laboratory Haematologist are expected to provide high level pathology services within their approved scope of practice as part of the pathology team at Austin Health under the Director Laboratory Haematology.

Laboratory Haematologist position will also provide operational cover/oversight cover when the Supervising Molecular Haematologist is on leave.

About the Directorate/Division/Department

Austin Pathology is located on Levels 5 and 6 of the Harold Stokes Building. Austin Pathology comprises 17 full and part-time pathologists, 11 registrars/fellows, medical scientists, and administrative Staff.

The Austin Pathology service is comprehensive, and consistent with the needs of a university tertiary teaching hospital, and the strategic directions of Austin Health. High volume tests and most complex low volume testing are performed at the Austin Hospital.

Some point of care and complex testing is performed at the Heidelberg Repatriation Hospital. The service also operates in the community as Austin Pathology™, supported through a number of outreach facilities and a substantial courier service. Austin Pathology also provides specialised testing to a number of external clients including other public and private pathology laboratories. Since 2005, Austin Pathology has been providing a pathology service for Mercy Hospital for Women. Austin Pathology also now provides pathology services to Goulburn Valley Health in Shepparton, Echuca Regional Health, Swan Hill Health and Mildura Base Public Hospital, with Austin Pathology laboratories at each of these four external sites.

In addition to those four regional laboratories, Austin Pathology provides point-of-care testing and transfusion services to a number of regional hospital (but where Austin Pathology does not have a laboratory on site). These other regional sites include: Kyneton, Kilmore, Castlemaine, Seymour, Kyabram, Nathalia, Numurkah, Kerang, Ouyen, Boort, Sea Lake and Cobram.

Pathologists at Austin Pathology, based at Austin Hospital, may be required to visit those external Laboratory sites and/or point-of-care/transfusion sites, to provide haematology pathologist oversight, as required by the Director Laboratory Haematology, and to satisfy NPAAC obligations.

The Austin Pathology service is managed by the Pathology Executive which includes the General Manager Operations of Austin Pathology, & Medical Director of Austin Pathology, Director of Anatomical Pathology, the Pathology Business Manager and the Director Laboratory Haematology. This group is responsible for both the service and business aspects of Pathology, and is directly responsible to the CMO and CEO of Austin Health.

The Austin Pathology service plays a major role in providing teaching and research expertise and facilities to Austin Health and the wider community. Formal lectures, tutorials, seminars and job training are provided to both post graduate and undergraduate students from The University of Melbourne and RMIT. In-house research and development, collaborative projects and clinical trials make up the bulk of the research activities.

The Austin Laboratory Haematology Department is an accredited advanced training site for the RCPA and RACP. Currently, there are four laboratory haematology advanced trainee registrar positions here. Consultant laboratory haematologists have direct and significant responsibility in providing that advanced training to our laboratory haematology registrars, and to assist them in their preparations



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for the Part I and Part II examinations in haematology; along with the other formal advanced training requirements (e.g. DOPS, MOPS, etc.).

The Pathology Executive encourages and fosters research within Austin Pathology according to the Research and Development Policy of the Austin Pathology service. All projects conducted within Austin Pathology, or using any Austin Pathology resources, are reviewed by the relevant Research Reference Group before being considered by the Pathology Executive for approval. No research or development is to be conducted without the approval of the Pathology Executive. Laboratory haematologists are encouraged and expected to promote and undertake research projects, and that will result in medical journal publications.

The specific role for this position involves:

1. Reporting and validation of the current testing (including both NGS and non-NGS based assays) in the Molecular Haematology Laboratory
2. Participation in the development of new assays including myeloid and lymphoid next generation sequencing based diagnostic & MRD panels, RNA fusion panels, and other assays (e.g. red cell genotyping, thalassaemia, foetal free DNA)
3. Provide a clinical-laboratory interface by assisting in development of protocols and guidelines in laboratory testing and interpretation
4. Participation in development of new variant curation and interpretation softwares
5. Participation in laboratory research projects
6. Participation in laboratory haematology journal club
7. Presentation & Supervision of laboratory registrars in molecular meetings /MDM presentations
8. Teaching of haematology registrars in Advanced Training, medical registrars and residents, medical scientists, nursing staff and medical students.
9. Sign-off / Validation of NATA/RCPA accredited patient testing results
10. Participation in the on call roster
11. Be available, according to operational need, and as required from time to time by the Director Laboratory Haematology to assist in the non-molecular laboratory haematology reporting (including morphology of peripheral blood and performing and reporting bone marrow biopsies, flow cytometry, complex and time critical blood banking, specialised coagulation and thrombophilia testings, thalassaemia/haemoglobinopathy reporting, advice to clinicians re Laboratory Haematology and transfusion medicine, and participation in the on-call roster).

Position responsibilities

All Pathologists should be competent in the following areas:

1. Discipline specific functions of the pathologist as medical specialist in the laboratory
 - a. Selection, accession, management and processing of specimens
 - b. Production of laboratory data
 - c. Storage, retrieval and analysis of laboratory data
 - d. Accessing sources of information
 - e. Developing an opinion
 - f. Communicating an opinion
 - g. Monitoring patient progress
2. Functions of the pathologist as a manager in the laboratory
 - a. Quality control
 - b. Laboratory safety



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- c. Compliance with legislation
 - d. Human resource management
 - e. Financial responsibility
3. Other Professional functions of a pathologist
- a. Developing new knowledge through research
 - b. Undertaking self-education and continuing professional development
 - c. Educating colleagues, staff, patients and families
 - d. Providing data for planning and evaluation
4. Generic processes employed by the pathologist
- a. Quality assurance
 - b. Patient safety
 - c. Ethics and confidentiality
 - d. Communication
 - e. Collaboration
 - f. Accessing information for education and research
5. Teaching, training and research:
- a. Contribute to the supervision, education and training of junior medical, nursing and other clinical staff, including participating in their performance appraisal and feedback processes.
 - b. Participate in both undergraduate and postgraduate teaching activities.
 - c. Commitment to facilitate, conduct and participate in clinical and/or basic research.
- d. Participate in the auditing and review of clinical and laboratory practices to improve clinical outcomes.

Role Specific:

Provide assistance and support to the Supervising Molecular Haematologist in the following areas:

- To report diagnostic results in Molecular Haematology
- Provide laboratory research and development services in Molecular Haematology
- Co-ordinate and support the ongoing activities in teaching, training and research in relevant areas of molecular Pathology
- Contribute to the assessment of new technologies and diagnostic modalities to support the clinical activities relevant to molecular pathology
- To assist the Supervising Molecular Haematologist, and the Head of Unit in administrative duties as required, including the development and review of policies and procedures for the provision of pathology services, updating as needed to reflect best practice and evidence-based medicine.
- To assist in the evaluation of the delivery of pathology services and in implementing appropriate quality and risk management initiatives, in particular working with the principal scientist in molecular pathology and promoting innovation.
- Involvement in internal and external QAP review with the senior scientist and the Supervising Molecular Haematologist

All Employees:

- Comply with Austin Health [policies & procedures](#) as amended from time to time.
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion commitments.
- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality & risk policies and guidelines.



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- 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 centred care.
- Comply with requirements of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- Work across multiple sites as per work requirements and/or directed by management.

People Management Roles:

- Maintain an understanding of individual responsibility for safety, quality & risk and actively contribute to organisational quality and safety initiatives
- Ensure incident management systems are applied and a response to local issues and performance improvement occurs
- Support staff under management to comply with policies, procedures and mandatory training and continuing professional development requirements

Credentialing and Scope of Clinical Practice

- Registered Medical Practitioner in Australia under AHPRA.
- Hold a Fellowship of the Royal College of Pathologists of Australasia, or equivalent, and preferably scope, competence and experience in of practice in Molecular Haematology Pathology (NPAAC Certification in Molecular Haematology) or its equivalent.

Selection criteria

Essential for Performance in the Position:

- Registered Medical Practitioner in Australia under AHPRA.
- Hold a Fellowship of the Royal College of Pathologists of Australasia, or equivalent, and preferably scope, competence and experience in of practice in Molecular Haematology Pathology (NPAAC Certification in Molecular Haematology) or its equivalent.
- Have appropriate training and experience applicable to the field of Molecular Haematopathology.
- Demonstrated commitment to high quality patient care.
- Demonstrated capability and interest in research.
- Demonstrated commitment to teaching.
- Demonstrated ability to communicate at all levels.
- Demonstrated teamwork and collaboration.
- Computer skills including use of email and the internet.

Desirable but not essential:

- PhD in a relevant area of molecular haematology

Professional qualifications and registration requirements



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- Registered Medical Practitioner in Australia under AHPRA.
- Hold a Fellowship of the Royal College of Pathologists of Australasia, or equivalent, and preferably scope, competence and experience in of practice in Molecular Haematology Pathology (NPAAC Certification in Molecular Haematology).

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



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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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