Position Description

Ophthalmologist

Classification:	As per contract
Business unit/department:	Ophthalmology
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:	Fixed-Term Part-Time
Hours per week:	2.63 (3x 3.5hr sessions per month)
Reports to:	Director of Ophthalmology
Direct reports:	Nil
Financial management:	Budget: Nil
Date:	September 2026

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

The Ophthalmologist will provide high-quality specialist care in the diagnosis, treatment, and management of eye diseases and conditions within a large tertiary hospital setting. The role encompasses responsibility for outpatient clinics and operating lists, ensuring timely access to care and optimal outcomes for patients with a wide range of ophthalmic conditions.

Working as part of a multidisciplinary team, the Ophthalmologist will deliver evidence-based clinical practice, support patient-centred care, and contribute to the teaching and supervision of junior medical staff, registrars, and students. The position plays a key role in advancing clinical standards, supporting innovation in surgical and medical ophthalmology, and aligning service delivery with the hospital's strategic priorities.

The Ophthalmologist will also contribute to continuous quality improvement, clinical governance, and research initiatives, ensuring that services are safe, efficient, and responsive to the needs of patients and the broader community.

About the Directorate/Division/Department

The Ophthalmology Unit, within the Surgery, Anaesthesia & Procedural Medicine Division, provides a full range of specialist ophthalmic services to patients across Austin Health. Based primarily at the Heidelberg Repatriation Hospital, the Unit delivers outpatient clinics and surgical services, managing a wide spectrum of acute and chronic eye conditions. The team is committed to providing timely, evidence-based care that supports the best possible patient outcomes.

In addition to its clinical responsibilities, the Ophthalmology Unit contributes to the education and training of medical students, registrars, and fellows, fostering the next generation of ophthalmic specialists. The Unit also provides consultative services for other clinical teams within Austin Health, ensuring integrated care for patients with complex medical and surgical needs.

Position responsibilities

Role Specific:

- Provide comprehensive management of inpatient and outpatients.
- Participate in Unit meetings and activities.
- Provide an on-call service as required.
- Provide a consultative service to other Units as required.
- Supervise trainees and junior medical staff.
- To assist the Director in administrative duties as required including the development and review of policies and procedures for the provision of services, updating as needed to reflect best practice and evidence-based medicine.
- 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
- Participate in multidisciplinary clinics/meetings for optimum planning of patient management and treatment with other health professionals in the hospital.

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, 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
- 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

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.

1. Demonstrate integrated clinical skills and knowledge in the Ophthalmic Sciences and Ophthalmic Basic Competencies and Knowledge. The ophthalmic sciences are: anatomy; physiology; optics; clinical ophthalmic pharmacology and emergency medicine; genetics; microbiology
2. Demonstrate integrated clinical and surgical skills and knowledge in each of the following clinical practice areas (but not limited to): cataract and lens; clinical refraction; cornea and external eye; glaucoma; neuro-ophthalmology; ocular inflammation; ocular motility; oculoplastics; paediatric; refractive surgery; and vitreo retinal

This will be assumed if the Ophthalmologist has a Fellowship of the Royal Australian and New Zealand College of Ophthalmologists 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 Head of Unit* has been completed. This only applies to practice at Austin Health and its campuses.
*The Head of Unit is expected to apply guidelines from the respective specialist medical college and appropriate state, national and international guidelines.

1. Retinal Vitreal Cases
2. Orbital surgery
3. Botulinum Toxin

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 HUB (http://eppic//Document/1193).

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)
- Demonstrated evidence of meeting credentialing requirements set by the relevant external accrediting or regulatory organisation.

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).
- Current Fellowship of the Royal Australian and New Zealand College of Ophthalmologists or equivalent.
- Require Oculoplastic Fellowship, trained to perform oculoplastic, and nasolacrimal drainage procedures.
- Have appropriate training and experience applicable to the field of Ophthalmology Surgery.
- 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:

- 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).
- Current Fellowship of the Royal Australian and New Zealand College of Ophthalmologists or equivalent.
- Require Oculoplastic Fellowship, trained to perform oculoplastic, and nasolacrimal drainage procedures.

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.