

Position Description

Breast General 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:	Part-Time
Hours per week:	8.75 hours
Reports to:	Director of Breast Surgery
Direct reports:	Nil
Financial management:	Budget: NA
Date:	August 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 Breast Surgeon will provide high-quality, patient-centred care in the assessment, diagnosis, surgical management, and ongoing treatment of benign and malignant breast conditions. As a senior medical specialist within the Breast and General Surgery Unit, the position is responsible for delivering expert surgical services aligned with contemporary best practice standards and multidisciplinary care pathways.

The role includes active participation in the weekly Breast Multidisciplinary Team (MDT) meetings to ensure coordinated, evidence-based treatment planning.

The Breast Surgeon will also contribute to clinical governance, education, and research activities within the unit and participate in the Austin Health performance appraisal and development process, supporting the organisation's commitment to excellence in cancer care and continuous improvement.

About the Unit

The Breast/General Surgery Unit is part of the Division of Surgery, Anaesthesia & Procedural Medicine (SAPM) and is responsible for delivering specialist breast and general surgical services across Austin Health, including the Austin Hospital and Heidelberg Repatriation Hospital. Emergency and inpatient services are based at the Austin Hospital, while outpatient services are provided at both sites. The Unit also offers a consultative surgical service to other departments within Austin Health.

The Unit is committed to delivering high-quality, evidence-based care, with a strong focus on innovation in clinical practice, surgical education, and research. It plays a key role in the training of surgical trainees, junior doctors, and medical students. The Unit is supported by a dedicated Breast Care Clinical Nurse Consultant team, including Breast Survivorship services, who provide holistic, patient-centred support across both campuses.

The Unit works in close collaboration with the Oncology Unit, Radiology, Plastic Surgery, Outpatients, and Genetics teams to deliver comprehensive, multidisciplinary care for patients undergoing treatment for breast cancer and related conditions.

Specialist surgeons are expected to provide high-level clinical services within their approved scope of practice, with a focus on a defined clinical sub-specialty stream. They are also encouraged to develop and contribute to an area of non-clinical interest such as research, clinical governance, education, or service development.

This is a senior medical staff position with responsibilities in clinical leadership, teaching and supervision, and administrative contributions to the ongoing development and performance of the Unit.

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.



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- 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 practices to improve clinical outcomes.

People Management Roles:

- Ensure clear accountability for quality and safety within the department
- Ensure incident management systems are applied and a response to local issues and improvement in performance occurs; ensure the risk management system is functional
- Be aware of and comply with the core education, training and development policy.

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.

1. Describe common surgical pathologies of Breast Diseases
2. Identify and recognise the symptoms and signs of these conditions
3. Assess and treat any common breast conditions likely to be encountered in consultative general surgical practice
4. Describe and select appropriate diagnostic testing
5. Identify appropriate treatment options, and their indications and contraindications
6. Recognise which conditions to refer on to a specialised multidisciplinary oncology service
7. Fine needle aspiration
8. Punch biopsy
9. Core biopsy
10. Excisional biopsy
11. Wire localised excision
12. Microdochectomy
13. Stereotactic core biopsy including wide core biopsy
14. Axillary node biopsy
15. Incision and drainage of abscesses

This will be assumed if the Breast Surgeon/General Surgeon has a Fellowship of the Royal Australasian College of Surgeons or equivalent and an ongoing continuous practice in this specialty.



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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.

1. Sentinel Node Biopsy
2. Free Hand and ultrasound guided core biopsy

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 in hospital outside of Rheumatology
 - College role

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

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

Selection criteria

Essential skills and experience:

- 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 Australasian College of Surgeons or equivalent.
- Have appropriate training and experience applicable to the field of breast 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.



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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 Australasian College of Surgeons or equivalent.

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.



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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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