

# Position Description

## Scientist Grade 1

<b>Classification:</b>	Scientist Grade 1
<b>Business unit/department:</b>	Pathology/Microbiology
<b>Work location:</b>	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)
<b>Agreement:</b>	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
<b>Employment type:</b>	Full-Time
<b>Hours per week:</b>	40
<b>Reports to:</b>	Prue Waters
<b>Direct reports:</b>	N/A
<b>Financial management:</b>	N/A
<b>Date:</b>	4 <sup>th</sup> August, 2025

### Position purpose

Scientists in Microbiology are expected to be proficient in all areas of the laboratory with the ability to assist in providing a broad range of relevant laboratory services.

Microbiology utilises state of the art automation and technologies as well conventional manual methodology to generate clinically valuable information for diagnosis and treatment of infections

### About the Directorate/Division/Department

Austin Pathology is committed to the provision of high quality, comprehensive, evidence-based pathology services in a timely, cost effective and ethical manner, to meet the needs of our customers. We ensure thorough training and professional development of our staff, while maintaining a high level of activity in research and education.

## Position responsibilities

- Work within a rotating 24hour roster with predominant over night shifts
- Perform, read and interpret laboratory procedures, tests and assays
- Operate and maintain laboratory equipment as per laboratory procedures; including but not limited to validation, verification, calibration, preventative maintenance, safety protocols and Quality Control
- Participate in external Quality Assurance Programs
- Comply with Pathology Quality Management; including, but not limited to, reporting of Quality Incidents and Quality Improvements, document acknowledgement
- Maintain training and competency levels in accordance with documented laboratory methods, procedures and policies
- Participate in the training and education of scientific and technical staff
- Maintain relevant scientific and technological knowledge and skills, including attendance at relevant seminars, lectures and conferences and monitoring relevant scientific literature
- Assist in the preparation and maintenance of documentation required in the laboratory for methods, procedures and processes
- Be aware of, and comply with, NPAAC and NATA standards and other relevant standards and guidelines
- Other duties as required by Senior Scientist, Laboratory Manager, Principal Scientist, Operational Manager or Medical Consultant

## Selection criteria

### Essential skills and experience:

- Ability to work independently with minimal supervision, and as part of a team
- Ability to prioritise and to cope with stressful and emergency situations
- Ability to cope with continuous change
- Use of Microsoft Office, and other IT systems
- Professional approach to enhance patient care and provision of pathology services
- Good communication skills
- Knowledge in principles of laboratory Microbiology, Bacteriology, Mycobacteriology, Mycology and Infection Control.
- Competent and efficient in performing and interpreting microscopy, culture reading, isolate identification and as required antimicrobial susceptibility
- Capability to provide sound technical advice on Microbiology principles to scientific and medical staff.
- Ability to manage reagents and consumables inventory management to ensure provision of service with regard to budgetary constraints
- Participation in rotating rosters 24/7



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### Desirable but not essential:

- Experienced in Microbiology automation for example Kiestra WCA, MALDI-TOF, Atellica Urine Analyser, Bactec Blood Culture System, Vitek Antibiotic Susceptibility Test System, BD Mac PCR and/or GenXpert PCR
- Participation in the development and use of new technologies/automation

### Professional qualifications and registration requirements

- Bachelor of Laboratory Medicine degree, or alternative/equivalent science degree recognised by AIMS, AACB, AAM, ASC, ASM

### 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.



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## 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.



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