

Position Description

Clinical Scientist - Biochemistry

Classification:	Principal Scientist (SA2) + 15%
Business unit/department:	Biochemistry
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025 Choose an item. Choose an item.
Employment type:	Full-Time
Hours per week:	38
Reports to:	Director of Chemical Pathology, Biochemistry Principal Scientist
Direct reports:	None
Financial management:	Budget: TBA
Date:	August 2026

Austin Health acknowledges the Traditional Custodians of the land on which we operate, the Wurundjeri Woi Wurrung 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.

Austin Health is the major provider of tertiary health services, health professional education and research across three campuses in the north-east of Melbourne and statewide. We have a highly engaged, diverse and collaborative workforce that is unified by our goal to help people live healthy and fulfilled lives.

Position purpose

Austin Health Pathology is seeking a suitably qualified and experienced Clinical Scientist to undertake a specialised scientific role within Biochemistry, combining problem solving, clinical interpretation and extensive scientific expertise in support of high-quality diagnostic services.

Working collaboratively with the Director of Chemical Pathology, Biochemistry Principal Scientist, registrars and senior scientific staff, the Clinical Scientist will provide delegated scientific and clinical support for biochemistry testing at the Heidelberg site and across regional laboratories within the Austin Health Pathology network.

The role is based on the Public Pathology Australia Clinical Scientist framework and has been adapted to reflect the clinical, scientific and operational requirements of Austin Health Pathology in line with the NPAAC guidelines.

About the Directorate/Division/Department

Austin Health Pathology is a dynamic and growing department within Austin Health, dedicated to delivering high-quality diagnostic services across metropolitan Melbourne and regional Victoria. We proudly support Austin Health, the Mercy Hospital for Women, and a wide network of GPs and specialists.

We are currently expanding into the Hume and Loddon Mallee regions, strengthening our presence and accessibility in regional communities through a network of laboratories, collection centres and point-of-care services.

Position responsibilities

In conjunction with the Director of Chemical Pathology and the Biochemistry Principal Scientist, the successful candidate would be expected to:

Clinical science and delegated supervision

- Work collaboratively with pathologists, the Biochemistry Principal Scientist and senior scientific staff to support high-quality biochemistry services across Austin Health Pathology.
- Within scope of expertise and delegated authority, provide specialist scientific advice to clinicians and healthcare professionals regarding the selection, interpretation and limitations of biochemical investigations.
- Contribute expert scientific advice to the review of complex patient results, including identification of results requiring urgent action or referral to a pathologist where appropriate.
- Undertake delegated scientific and clinical supervision activities in accordance with relevant NPAAC supervision requirements and Austin Health Pathology governance arrangements.
- Provide scientific support for critical risk result processes, including interpretation of analytical issues and escalation of concerns as required.
- Represent Biochemistry, where appropriate, in clinical, scientific and service improvement forums.

Assay development, validation and service improvement

- Contribute scientific expertise to the evaluation, selection, verification, validation and implementation of new instruments, assays and analytical methods, in collaboration with operational and medical leads.



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- Undertake and/or advise on method comparisons, reference interval assessment, analytical performance review, interference studies and other scientific evaluations relevant to Biochemistry.
- Contribute to the development and review of policies, procedures and validation documentation to ensure alignment with best practice, evidence-based medicine and accreditation requirements.
- Analyse laboratory data, workload trends and quality indicators to support evidence-based service improvement and operational planning.
- Support scientific aspects of POCT governance, including method evaluation, quality assurance, competency, connectivity and review of analytical performance.

Quality, risk and regulatory compliance

- Provide scientific expertise in the application of quality management principles, including internal quality control, external quality assurance, measurement uncertainty and ongoing assay performance monitoring.
- Contribute to investigation and resolution of analytical quality issues, incidents, non-conformances and corrective and preventative actions.
- Support NATA/RCPA and NPAAC accreditation activities, including audit preparation, supervision visits to regional laboratories and maintenance of relevant records.
- Liaise with laboratory leaders for resolution of quality, risk and regulatory issues that may arise within Biochemistry and POCT.

Education, training, research and professional development

- Contribute to education and training of laboratory staff, senior scientists, registrars, trainee pathologists and other health professionals as appropriate.
- Advise on structured training, competency assessment and education modules relevant to Biochemistry and POCT.
- Undertake literature review and evidence appraisal to inform clinical scientific advice, assay evaluation and service development.
- Participate in translational research, service innovation, publications and presentations where appropriate and in collaboration with pathologists, clinicians and academic partners.
- Maintain expert scientific and clinical knowledge through continuing professional development, peer review and participation in relevant professional activities.
- Provide an on-call or consultative service as required.

Key accountabilities/relationships

- Reporting lines are through the Director of Chemical Pathology and the Biochemistry Principal Scientist.
- Works collaboratively with medical, scientific, nursing and operational staff to support effective clinical governance and high-quality diagnostic services.
- Works collaboratively with internal and external stakeholders, including clinicians, regional laboratories, professional bodies and pathology networks.
- Provides specialist clinical scientific advice within delegated scope of practice and with appropriate escalation to the Director of Chemical Pathology where required.
- Complements, and does not replace, the operational management, workforce management and service delivery responsibilities of the Biochemistry Principal Scientist.



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Selection criteria

Essential skills and experience:

- At least five years relevant medical laboratory experience in biochemistry or chemical pathology.
- Demonstrated specialist scientific expertise in Biochemistry, including analytical troubleshooting, assay performance review and interpretation of complex laboratory information.
- Demonstrated ability to provide professional scientific advice to clinicians and healthcare professionals regarding testing strategies, diagnostic findings and test limitations within scope of practice.
- Sound knowledge of quality control, external quality assurance, quality management systems, accreditation requirements and the regulatory environment for medical pathology laboratories.
- Demonstrated experience in method development, verification, validation and/or implementation of diagnostic assays or instruments in a pathology service.
- Demonstrated ability to analyse laboratory data and prepare high-quality reports, procedures, validation documents and scientific communications.
- Demonstrated ability to work collaboratively with pathologists, senior scientists, laboratory managers, clinicians and other healthcare professionals.
- Highly developed written and verbal communication, negotiation and interpersonal skills.
- Evidence of up-to-date compliance with continuing professional development requirements.
- Demonstrated accountability for own professional practice and commitment to clinical governance, quality and safety standards.

Desirable but not essential:

- Experience providing delegated scientific or clinical supervision in accordance with NPAAC supervision requirements.
- Experience supporting point-of-care testing governance, quality assurance and competency programs.
- Experience with laboratory information systems, middleware, autoverification, statistical quality control software or complex data analysis tools.
- Experience in translational research, scientific publication, grant applications, conference presentation or collaboration with academic researchers.
- Experience working across a network of metropolitan and regional laboratories.
- Experience with Abbott Alinity ci analytical systems or comparable high-throughput biochemistry platforms.



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Professional qualifications and registration requirements

- Bachelor of Laboratory Medicine degree, or alternative/equivalent science degree recognised by AIMS, AACB, AAM or ASC.
- One or more of the following:
 - a Fellowship of the Australasian Association of Clinical Biochemists
 - a Fellowship of the Australian Institute of Medical Scientists (with a biochemistry speciality)
 - a Fellowship of the Royal College of Pathologists of Australasia (with a biochemistry speciality)
 - A Doctorate of Philosophy, Australian Qualifications Framework level 101 or equivalent doctoral level degree, in a subject relevant to Chemical Pathology.

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-centred 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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