Austin HEALTH

Position Title: Medical Scientist Grade 3

Classification:	RZ1-RZ3 (Full time – Permanent)
Business unit/department:	Molecular Genetics – Austin Pathology
Work location:	Austin Hospital
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
Employment type:	Full-Time
Hours per week:	40 with ADO
Reports to:	Senior Scientist
Direct reports:	Senior Scientist
Financial management:	Budget: Nil
Date:	July 2025

Position purpose

The Grade 3 Medical Scientist is a senior scientific professional responsible for leading and supervising the scientific operations of a department or section. This role may also serve as deputy to a Grade 4 Scientist or be engaged in specialised scientific work, research, or developmental activities.

The position requires advanced expertise, leadership, and strategic oversight to ensure high-quality diagnostic services and continuous improvement in pathology practice.

This role involves performing standard laboratory tests, which include both NGS and non-NGS assays, as well as the analysis, curation, reporting, validation of molecular tests, additional laboratory responsibilities may be assigned by the Senior Scientist in Molecular Diagnostics.

The Molecular Diagnostics, Laboratory currently operates Monday-Friday (8.00am to 5.30pm) service. This position will primarily be based at Austin, Heidelberg campus.

All staff may be required to rotate through all campuses with relevant laboratories and may be required to perform duties at any laboratory managed by Austin Pathology.

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 with laboratories in Shepparton, Mildura, Echuca and Swan Hill, and a point-of-care network including Castlemaine, Kerang, Kyneton, Seymour, Kilmore, Cohuna and Kyabram.

Our accredited laboratories provide a full range of diagnostic services—from routine testing to complex investigations—supported by expert advice and a strong commitment to research, education, and innovation.

As a university teaching hospital, we offer rich opportunities for learning and collaboration. Our team contributes to formal education programs for students and actively participates in research, development, and clinical trials.

Our regional laboratories deliver core pathology services tailored to meet the needs of their local communities, with the backing and support of our main 24/7 laboratory at the Heidelberg campus, which offers a full suite of diagnostic capabilities including Anatomical Pathology, Biochemistry, Blood Transfusion, Haematology, Microbiology, and Molecular Diagnostics.

This period of growth marks a significant chapter for Austin Health Pathology. We are proud to be strengthening our services and continuing to advance diagnostic care across Victoria.

Position responsibilities

- Perform routine molecular assays including blood/BM processing, DNA/RNA extraction, PCR, qPCR, droplet digital PCR, capillary electrophoresis, GeneXpert testing, MLPA, Sanger & Next Generation Sequencing (NGS)
- Analyse, interpret & report test results under supervision of senior scientists and Pathologists.
- Analysis and curation of NGS data using bioinformatics tools & standard curation guidelines.
- Act as deputy to a Grade 4 Scientist, supporting departmental leadership and decision-making.

- Proficiency of using bioinformatics workflows for next-generation sequencing (NGS) data.
- Operate and maintain laboratory equipment as per laboratory procedures; including but not limited to validation, verification, calibration, preventative maintenance, safety protocols and Quality Control.
- Comply with Pathology Quality Management; including, but not limited to, reporting of Quality Incidents and Quality Improvements, document acknowledgement.
- Oversee quality assurance programs, including internal audits, external quality assessments, and accreditation readiness.

- Maintain training and competency levels in accordance with documented laboratory methods, procedures and policies.
- Mentor and support junior scientists and technical staff, fostering a culture of learning and professional development.

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- Maintain relevant scientific and technological knowledge and skills, including attendance at relevant seminars, lectures and conferences and monitoring relevant scientific literature.
- Mentor and support junior scientists and technical staff, fostering a culture of learning and professional development.
- Collaborate with clinical teams, external partners, and stakeholders to ensure integrated and responsive pathology services.
- Contribute to strategic planning, policy development, and service expansion initiatives.
- Ensure pathology service key performance indicators (KPIs) for turnaround time are consistently met.
- 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.
- Deputise for senior scientist when required.
- Demonstrated experience in laboratory statistics and competence to make independent analytical decisions in the performance and understanding of a wide range of diagnostic tests or procedures or of complex tests.
- Demonstrate ability to provide professional advice within and/or outside the laboratory on appropriate scientific/clinical matters.
- Demonstrated ability to critically assess and evaluate new equipment, instruments, bioinformatics tools, pathology products or methods.
- Represent Austin Health Pathology on scientific/clinical committees or working groups.
- Demonstrated commitment to professional development through at least one of the following: active membership in relevant professional organisations, participation in conferences or professional meetings, or involvement in teaching and knowledge-sharing activities.
- Perform other duties as required by Senior Scientist, Laboratory Manger, Operational Manager or Supervising Pathologist.

Selection criteria

Essential skills and experience:

- B.Sc. or equivalent with specific training and / or experience in bioinformatics to analyse diagnostic NGS data.
- Minimum 8 years' experience in a relevant molecular pathology laboratory.
- Demonstrated experience and expertise in the direct performance and interpretation of a wide range of diagnostic procedures, both NGS based and non-NGS based diagnostic testing in a NATA accredited Molecular Pathology Laboratory setting and, in the evaluation, operation and maintenance of complex equipment and instruments.
- Demonstrated experience in variant curation of NGS results within related clinical contexts.
- Experience in molecular biology techniques, in particular nucleic acid extraction, PCR, qPCR, droplet digital PCR & Next Generation Sequencing (NGS).
- Recognised training and competence relevant to the position including appropriate knowledge and experience in laboratory services, quality systems and information technology.
- 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.
- Ability to work and communicate cooperatively in a team including other scientists, senior scientists, pathologists and clinical staff.
- Demonstrated ability in giving professional advice within and outside the laboratory on appropriate scientific and clinical matters.
- Participation in laboratory programmes for training of undergraduates and graduate scientific staff.
- Demonstrated ability to initiate and develop new diagnostic or research procedures applicable in the laboratory environment.
- Sound knowledge of Quality Control and Quality Assurance processes.
- Knowledge of the Accreditation requirements in a diagnostic medical laboratory

Desirable but not essential:
- Postgraduate qualifications (e.g., Graduate Diploma, Master's, or PhD) in a relevant scientific discipline or management.
- Proven ability to act as deputy to a Grade 4 Scientist, with demonstrated leadership in operational or strategic initiatives.
- Strong record of contributions to scientific publications, conference presentations, or professional committees.
- Involvement in grant writing, budget planning, or business case development for laboratory services.
- Demonstrated ability to mentor and develop junior staff and foster a collaborative team environment.
- Experience liaising with clinical teams, external partners, and stakeholders to support integrated diagnostic services.

Professional qualifications and registration requirements

Professional qualification in at least one of the following; Bachelor of Science (B.Sc.) Diploma of Bacteriology, Master of Science (M.Sc.), Fellow of the Human Genetics Society of Australia (FHGSA), Doctor of Science (D.Sc.), Doctor of Philosophy (Ph.D.), Fellow of the Australian Institute of Medical Scientists (FAIMS), Fellow of the Institute of Medical Laboratory Scientists (FIMLS), Member of the Royal College of Pathologists, Member of the Human Genetics Society of Australia (MHGSA).

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.

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we achieve

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- 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.

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