

# Position Description

## Radiation Oncologist

<b>Classification:</b>	As per EBA
<b>Business unit/department:</b>	Radiation Oncology
<b>Work location:</b>	<b>Austin Hospital</b> <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> <b>Other</b> <input checked="" type="checkbox"/> (ONJ Centre)
<b>Agreement:</b>	AMA Victoria - Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022-2026
<b>Employment type:</b>	Fixed-Term Part-Time
<b>Hours per week:</b>	16hrs p/w
<b>Reports to:</b>	Director of Radiation Oncology
<b>Direct reports:</b>	Nil
<b>Financial management:</b>	Budget: Nil
<b>Date:</b>	January 2026

### Position purpose

Consultant Radiation Oncologists are expected to provide high level Radiation Oncology services within their approved scope of clinical practice as part of the Radiation Oncology team at Austin Health. All Radiation Oncologists are expected to be able to provide routine specialist Radiation Oncology services and cover “on call” after hours, a minimum level of expertise and set of skills is necessary. This is outlined below.

This is a Senior Medical Position and carries with it the professional responsibilities of clinical leadership, teaching and training as well as administrative requirements. This position reports to the Director of Radiation Oncology.

### About the Directorate/Division/Department

Austin Health is one of the largest cancer service providers in Victoria. A complete range of services are delivered to patients and their families, including, medical oncology, clinical haematology, radiation oncology, cancer genetics, palliative medicine, wellness and supportive care, an active volunteer program and specialist cancer surgery. These are all provided in an environment that integrates research, teaching and training.

### Radiation Oncology Overview

Austin Health is one of four health service 'hubs' in Victoria which operate radiotherapy services. Austin Health operates two radiation oncology centres in Victoria under the State Governments hub and spoke model. The metro hub is based at the Olivia Newton-John Cancer Wellness & Research Centre (ONJ Centre) in Heidelberg, and the Ballarat Austin Radiation Oncology Centre (BAROC) is housed in the Ballarat Regional Integrated Cancer Centre (BRICC). Further superficial radiotherapy is provided at Stawell Health Both centres provide true multi-disciplinary care inclusive of radiotherapists, radiation oncologists, physicists, radiographers, nursing, and allied health. Innovative and progressive approaches to treatment are underpinned by the guiding principle of patient centred care and wellness for all patients.

The Department of Radiation Oncology has been established as the State-wide MR Linac Service for Victorian patients. This new service includes an MR simulator and MR Linear Accelerator (MR-Linac) both of which are first in Victoria. In addition, the department is equipped with three linear accelerators with high energy electrons capacity, one superficial and orthovoltage treatment machine and HDR brachytherapy. The treatment service is supported by CT and MR simulator and Monaco planning system. Currently, it provides services to 1300 patients per year from the north-east region and 600 patients from country Victoria. At BAROC, there is a CT Simulator, two linear accelerators and funding for a superficial machine. There is a plan for capital replacement at BAROC in the next two years. SAROS is a Superficial Service at Stawell Regional Health as part of the Radiation Oncology Network. The department provides a streamline service for veteran patients across the State of Victoria. The department has an active research unit supporting translational and clinical trials, and research higher degree students (including doctorate level RT candidates).

The Department of Radiation Oncology has a multidisciplinary team of 168 EFT. The Director provides clinical direction and leadership in partnership with the Radiation Therapy Manager, and Medical Physics Manager. The department is supported by the Divisional Manager, Cancer Services.

## Position responsibilities

- For SBRT, IMRT and IGRT to participate in all collaborative areas of technical and quality treatment planning and delivery processes for all appropriate tumour sites.
- To participate in regular R&D and technical collaborative meetings with radiation therapists, medical radiation physicists and others as required.
- To participate in regular in-house multidisciplinary meetings, audit and protocol development.
- Complete Level II MR Safety Training
- To contribute to specific tumour site R&D initiatives with appropriate local, national and international collaboration.
- 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.



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## 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 Australian and New Zealand College of Radiologists or equivalent.
- Have appropriate training and experience applicable to the field of Radiation Oncology
- 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:

- Head and Neck Radiation Oncology Experience
- Liver/pancreas SBRT experience
- Research Experience
- Central Nervous System Radiation Oncology Experience
- Upper Gastrointestinal Radiation Oncology

## Professional qualifications and registration requirements

- Current medical registration with the Australian Health Practitioner Regulation Agency (AHPRA)
- Fellow of the Royal Australian and New Zealand College of Radiation Oncologists (RANZCR)
- Radiation Licence

## 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.



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- 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.



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