

Position Description

Urologist

Classification:	As per contract
Business unit/department:	Urology
Work location:	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input type="checkbox"/> (please specify)
Agreement:	AMA Victoria - Victorian Public Health Sector Medical Specialists Enterprise Agreement 2022-2026
Employment type:	Sessional
Hours per week:	As per contract
Reports to:	Divisional Medical Director
Direct reports:	
Financial management:	Nil
Date:	June 2025

Position purpose

The Consultant Urologist is responsible for delivering high-quality, evidence-based Urology care within their approved scope of clinical practice as part of the Urology team at Austin Health. This senior medical role requires the provision of routine and complex Urology services, including participation in the after-hours on-call roster, to ensure the continuity and safety of patient care.

In addition to clinical duties, the Consultant Urologist is expected to contribute to the professional and academic leadership of the department. This includes active participation in the supervision, teaching, and mentoring of junior medical staff and trainees, as well as engagement in quality improvement initiatives and clinical governance activities. The position also carries administrative responsibilities and supports the strategic and operational direction of the Urology Unit.

The role reports to the Director of Urology Services and is integral to maintaining the Unit's reputation for excellence in clinical care, education, and innovation.

About the Urology Department

The Department of Urology is located on Level 8 of the Harold Stokes Building, Austin Hospital campus, with clinical activity occurring in Ward 6 South ONJ and The Surgery Centre (TSC) at the Repatriation campus. The multidisciplinary team includes consultant urologists, accredited and unaccredited general surgical registrars, hospital medical officers (HMOs), urology fellows, and clinical nurse consultants (CNCs).

The department delivers a comprehensive range of inpatient and outpatient urological services, including surgical consultations, urodynamics, flexible ureteroscopy, and advanced urological procedures. Robotic surgery has recently been introduced at Austin Health, enhancing the department's surgical capabilities. Additionally, in partnership with the Renal Transplant Unit, the Urology Department plays a key role in the hospital's live kidney donor program. The department maintains strong academic ties with the University of Melbourne and is actively engaged in teaching, training, and research at both undergraduate and postgraduate levels. It also has a dedicated research team and participates in a range of clinical trials.

Position responsibilities

Reliable, Safe, Person-Centred Care

- Deliver comprehensive inpatient and outpatient Urology care in accordance with best practice and within the clinician's approved scope of practice.
- Participate in the Urology Unit's on-call and consultative services, providing timely and appropriate specialist advice and intervention.
- Support the Director of Urology in fostering a culture of clinical excellence, continuous improvement, and patient safety within the Unit, including active participation in open disclosure where required.
- Engage in multidisciplinary clinics and meetings to ensure coordinated and collaborative care planning for patients.
- Participate in quality and safety activities as directed by the Urology Director, including attendance at relevant forums such as Grand Rounds, the Medical Outcome Review Committee, and the Divisional Quality, Safety and Risk Committee.

Talented, Capable and Engaged People

- Contribute to a high-performing, collaborative, and respectful Unit culture that attracts, retains, and supports talented clinical staff.
- Provide clinical leadership and mentorship, supporting staff through periods of change, fostering resilience, and promoting professional development.
- Support workforce planning and operational requirements, including contribution to position descriptions, duty allocations, and medical staff rosters as directed by the Urology Director.

Teaching, Training and Research

- Actively participate in undergraduate and postgraduate teaching and training activities at Austin Health.
- Support and contribute to clinical and translational research within the Urology Unit, including participation in research design, execution, and dissemination of findings.



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- Assist in the development of research capacity within the multidisciplinary team and foster integration of research outcomes into clinical practice.
- Supervise and mentor junior medical, nursing, and allied health staff, including participation in performance appraisal, feedback, and skills development.
- Engage in regular clinical audit and service evaluation to support evidence-based improvements in patient care and clinical outcomes.

All Employees:

- Comply with Austin Health [policies & procedures](#) as amended from time to time
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion commitments
- Maintain a safe working environment for yourself, colleagues and members of the public. Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself
- Comply with the principals of patient centred care
- Comply with Austin Health mandatory training and continuing professional development requirements
- Work across multiple sites as per work requirements and/or directed by management

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.

1. Describe common Urological pathologies
2. Describe and assess the symptoms and signs of these conditions including competence in the assessment and management of the acute abdomen, and acute scrotum
3. Describe and select appropriate diagnostic testing
4. Identify appropriate treatment options, and their indications and contraindications
5. Take a thorough history from the patient and perform a competent examination
6. Clearly elicit features in the history and examination that significantly predict perioperative and postoperative outcomes
7. Order and interpret appropriate investigations
8. Recognise the most common disorders and differentiate those amenable to operative and non-operative treatment
9. Plan and manage appropriate surgical, or non-surgical treatment
10. Have an awareness of the implications of choosing a specific treatment option (particularly for second step management)
11. Understanding of pharmacology, side effects and clinical implications of androgen deprivation treatment and relevant cytotoxics (such as intravesical BCC, or intravesical Mitomycin C)



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12. Demonstrate procedural knowledge and technical skill, including: the use and workings of stapling devices; energy sources and devices ; skills in endoscopy, flexible and/or rigid; skills and principles in laparoscopy including port insertion and placement, and recognition of abdomino-pelvic anatomy; open surgical access to the abdomen, pelvis, and inguino-scrotal region; familiarity with anatomical landmarks, surgical planes, and principles of dissection and mobilisation; and the principles of sound wound closure
13. Suprapubic catheterisation
14. Urethral dilatation

This will be assumed if the Head of Urology has a Fellowship of the Royal Australasian College of Surgeons with Urology training as recognized by the Urological Society of Australia and New Zealand (USANZ) or equivalent and an ongoing continuous practice in this specialty.

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 has been completed, as determined by an appropriate delegate of the Divisional Medical Director. This only applies to practice at Austin Health and its campuses. The delegate is expected to apply guidelines from the respective specialist medical college and appropriate state, national and international guidelines. Where applicable, recognition of training by the CCRTGE will be accepted.

1. Urethral procedures
2. Laparoscopic radical prostatectomy
3. Greenlight laser prostatectomy
4. Continent Urinary Diversion
5. Laparoscopic Radical Nephrectomy
6. Laparoscopic Adrenalectomy
7. Laparoscopic Pyeloplasty

Emergency/Life threatening situation – In a medical emergency situation, any medical staff member who is credentialed at Austin Health is permitted to provide necessary patient care, as best able, and outside their defined scope of clinical practice in order to provide life-saving measures and/or to prevent serious harm.

Please note – Recognising the dynamic and rapidly advancing nature of medical practice, if you believe a novel competence, practice or procedure should be included within your specialty's scope of clinical practice, please speak to your Head of Unit and refer to the 'Introduction of a New Technology / Clinical Practice' policy on the HUB (https://austinhealth.sharepoint.com/sites/OPPIC/Policy/5_new_technologies_proc_feb_2020.pdf).

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



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- Other role within Austin Health but outside of the unit/specialty
- College role

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

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

Selection criteria

Essential Knowledge and skills:

- 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 Urology.
- Clear ability to manage the complex issues that pertain to access, patient flow and discharge practice across all aspects of patient care.
- Demonstrated academic excellence, including excellence in research in the field of Urology.
- Demonstrated teaching ability at undergraduate and postgraduate levels.
- Superior understanding of Clinical Governance and a passion for providing exceptional patient care.
- Demonstrated excellent organisational and management skills.
- Evidence of advanced communication skills including the ability to influence and liaise with a wide range of stakeholders.
- A commitment to excellence and in developing and improving performance in Urology at Austin Health.
- A clear focus on engagement, teamwork and collaboration.
- Active involvement in professional Colleges and Societies, Associations and National/International bodies.
- 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.
- A sound understanding of information technology including clinical systems and applications relevant to the management of rostering and risk management reporting or as required for the role and/or department.

Professional qualifications and registration requirements



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- 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



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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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