

Position Description

Plastic & Reconstructive Surgery Clinical Fellow

Classification:	HM14-20
Business unit/department:	Plastic & Reconstructive Surgery Unit, Division of Surgery, Anaesthesia & Procedural Medicine
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 - Doctors in Training Enterprise Agreement 2022-2026
Employment type:	Fixed-Term Full-Time
Hours per week:	38 hours per week - as per unit roster
Reports to:	Director Plastic & Reconstructive Surgery Unit, Division of Surgery, Anaesthesia & Procedural Medicine
Direct reports:	0
Financial management:	Budget: nil
Date:	April 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.

Position purpose

The Plastic & Reconstructive Surgery Unit at the Austin Health is offering a one year clinical Advanced Reconstructive Microsurgery Fellowship. This position is open to qualified overseas Plastic Surgeons eligible for temporary medical registration in Victoria. Appointments are for 12 months from commencing in February.

In particular:

- Further training in Plastic & Reconstructive Surgery, in particular Advanced Reconstructive Microsurgery Fellowship.
- Significant opportunities exist in regard to training and experience in:
 - Breast reconstruction
 - Head and neck
 - Lymphatics
 - Skin Cancer & Melanoma
- Provide support and mentorship to Registrars and Residents in clinical and operative care of patients.

- Oversee and direct the clinical management of patients in collaboration with unit consultants.
- Undertake both emergency and elective surgery independently and facilitate emergency operating.
- Support the general running of the unit and its activities in collaboration with the unit registrars.

About the Plastic & Reconstructive Surgery Unit

The Plastic & Reconstructive Surgery Unit at Austin Health is part of the Surgery, Anaesthesia and Procedural Medicine Division.

The Unit specialises in microsurgical reconstruction for breast, head & neck cancer and upper limb reanimation in tetraplegic patients. The Unit also manages a large number of general plastic surgery cases, including elective and post-traumatic hand surgery, facial trauma, melanoma and provides a broad reconstructive service to all specialties. There are more than 2,300 surgical procedures performed a year including 100+ free flaps.

The Unit is committed to the provision of high quality patient care and maintains an ongoing commitment to Undergraduate and Post Graduate teaching. Also provided is a consultative service for other Units within Austin Health.

The Plastic and Reconstructive Surgery Unit is supported by a Divisional Manager, Quality Coordinator, Finance, HR and Business Support as part of the SAPM Division.

Position responsibilities

Role Specific:

There are a number of surgical sessions and outpatient sessions per week at the Austin Campus and The Surgery Centre, Repatriation Campus.

Clinical Care

- Provide comprehensive medical and surgical care of inpatients and outpatients under the care of the Plastic & Reconstructive Surgery Unit of the Austin Hospital.
- Participate in Unit meetings and Clinical sessions including multidisciplinary meetings.
- Collaborate with registrars and liaison nurses to ensure lists are optimally booked.
- Participate in registrar presentations, audits and medical students teaching
- Participate in the on-call roster as required
- Perform after hours work and night duty as required
- Provide a consultative service to other Units as required
- Demonstrate a commitment to working as a team member with peer medical, resident, nursing and other staff to provide efficient, safe and quality care across the continuum
- Participate in the auditing and review of clinical practices to improve clinical outcomes
- Attendance at Division of Surgery audit is compulsory and attendance at Surgical Grand Rounds is expected.
- Provide cover for consultant operating and outpatient sessions.
- Provide leave cover for registrars of the unit.



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Teaching and training

- Participate in both Under Graduate and Post Graduate teaching.
- Maintain log book

Research & Education

- Support is available for conferences and educational sessions.
- Research is encouraged.

Other

- Assist the Head of Unit in administrative duties as required.

Selection criteria

Essential Knowledge and skills:

- A commitment to Austin Health values
- Have appropriate training and experience applicable to the field of Plastic and Reconstructive Surgery.
- Expected to be able to perform Plastic and Reconstructive surgical procedures (both elective and emergency) independently
- Demonstrated interest, and appropriate training and experience applicable to the field of Plastic and Reconstructive Surgery.
- Demonstrated capability and interest in research
- Demonstrated commitment to teaching
- Demonstrated commitment to high quality patient care
- Demonstrated teamwork and collaboration
- Demonstrated ability to communicate at all levels
- Computer skills including use of email and the internet
- Demonstrated surgical competency
- Demonstrated understanding of Clinical Governance.

Desirable but not essential:

- A sound understanding of information technology including clinical systems, 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

Registration as a Medical Practitioner with the Australian Health Practitioner Regulation Agency (AHPRA) - (note eligible applicants will be assisted through this process).



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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

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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